

Disciplinary Actions for Years 2003 through 2018

2003 Disciplinary Actions

(1)			
<u>Date</u>	<u>Officer</u>	Rules Violated	Action Taken
1-29-03		201.4 Loafing or Sleeping	Verbal Reprimand
		arrived late to a GUI training session and was see g person. As a result Officer received a ve	en repeatedly nodding off. When asked erbal reprimand. This incident was
(2)			
7-01-03		200.2 Obedience to laws and rules	10 Day suspension
	ficer was suspended an arrest and investi	for 10 days without pay for violating the Providen gation.	ice Police Department's Use of Force
(3)			
7-3-03		200.2 Obedience to laws and rules	2 Day suspension
This officer w	vas suspended for 2 d	lays without pay for insubordination. This incide	nt was handled at the first line
(4)			
8-14-03		200.14 Conduct towards personnel	1 Day suspension
		onduct of this officer and his conduct towards poletail at a drinking establishment.	ice officers from another jurisdiction
(5) 10-01-03		200.14 Conduct towards personnel	1 Day suspension
several invest	ent when confronted of tigations were initiated	ended without pay for one day as a result of his component of another disciplinary matter. Sergeant we and after being made aware that Bill of Right we would be termination of employment.	ould eventually resign in 2006 after

(6)

12-03-03

200.14 Conduct towards personnel Written reprimand

This officer received a written reprimand due to his conduct directed at a civilian employee in the Domestic Violence Unit. The officer was alleged to have been rude and continuously referred to this employee as "honey". **This incident was handled at the first line level.**

2004 Disciplinary Actions

(7) 4-1-04 201.1 Reporting for duty 7 day suspension received the above described discipline after an audit was conduct of his overtime and detail slips and it was determined based on this investigation that on several occasions the officer had submitted overlapping slips. **(8)** 6-4-04 200.5 Standard of conduct 2 day suspension 200.39 Duty to report information 201.6 Duty time limited to police work This action was taken as a result of a citizen's complaint and was in regards to the officer's conduct while on a paid detail at a Shaw's Supermarket. Part of the complaint pertained to the officer shopping while on duty as well as inappropriate conduct towards one of the civilian employees. The suspension was never completed due to the officer retiring early prior to the completion of 20 years and during the time of this investigation. **(9**) 6-13-04 201.15 Leaving Post 2 day suspension **Probationary Officer** was disciplined for leaving his post of area of responsibility without authorization. This incident was handled at the first line level. (10)6-13-04 201.15 Leaving Post 2 day suspension Probationary Officer was disciplined for leaving his post of area of responsibility without authorization. This incident was handled at the first line level. **(11)** 6-21-04 200.12 Courtesy 1 day suspension This action was as a result of a citizens complaint in which a hearing was held. As a result of the hearing and was found guilty of violating the above rule and regulation. testimony Officer

(12)10-13-04 200.5 Standard of Conduct **Termination** 200.22 Abuse of Position 200.17 Discriminatory remarks In addition to the above rules and regulations Probationary Officer was found guilty of violating 5 other rules and regulations which involved his conduct towards citizens. A pattern of behavior was recognized and investigated and as a result this officer's employment was terminated. Due to his probationary status the officer was not entitled to a bill of rights hearing. The officer's appeal was unsuccessful. **2005 Disciplinary Actions** (13)Verbal Reprimand 1-26-05 200.14 Conduct towards personnel This action is as a result of an inappropriate department wide email that was sent out by this officer in reference to another officer of this department. **(14)** 2-10-05 200.14 Obedience to laws and rules 45 Day suspension 200.18 Truthfulness 200.15 Conduct towards public 200.12 Courtesy The above action was as a result of an incident which occurred in the city of Pawtucket which led to the officer being arrested and charged with a misdemeanor assault. The officer plead no-lo and received a 1 year filing disposing of the criminal assault. The officer was disciplined internally and received a 45 day suspension without pay. (15)2-15-05 200.2 Obedience to laws and Rules Written Reprimand The above officer received a written reprimand as a result of not complying with the directions of a superior officer. This incident was handled at the first line level. **(16)**

The above officer was terminated as a result of being of the above described felonies. The Receiving Stolen goods charge and the Domestic B&E charge were separate investigations initiated at different times by the Internal Investigations and Inspections Division. While being incarcerated at the ACI this officer was found to have participated in the smuggling of a controlled substance by a friend. As a result of the officer pleading guilty to the above charges his employment was terminated.

Possession of a controlled substance

Receiving Stolen Goods

Domestic B&E

4-07-05

Terminated

(17) 4-29-05

200.2 Obedience to laws and rules

Terminated 39 Day suspension

The above officer was ordered to submit to drug testing as a result of information that was received from a reliable source. The officer refused and was immediately suspended for refusing a direct order. The order to submit to drug testing was continuous and every day that the officer failed to comply was considered a separate violation for which he was suspended for a total of 39 days suspension without pay. As a result of this officer continually refusing to comply with the order he was presented with bill of rights charges and subsequently terminated.

(18)

07-07-05

Robbery (2 counts)
Conspiracy (2 counts)
Poss. Firearm—Crime of Violence
Theft of Firearm
ADW

Terminated

The above officer was arrested and subsequently convicted of the above offences after a plea agreement where the officer was sentenced to 10 years at the ACI to serve. The incidences that lead to the arrest were as a result of an investigation by the Internal Investigations Division where it was learned that the officer was robbing prospective drug buyers. He was assisted by two civilians/friends who were also arrested and subsequently convicted. As a result of these convictions the officer's employment was terminated.

(19)

7-16-05

200.18 Truthfulness 200.2 Obedience to laws and rules

11 Days suspension

201.1 Reporting for duty 205.8 Misrepresentation of records

This incident was as a result of an investigation handled at the first line level where the officer failed to report for duty and led others to believe that he had received prior authorization not to come to work.

(**20**) 7-20-05

200.5 Standard of Conduct 200.6 Rules governing cond

2 Day suspension

200.6 Rules governing conduct 200.41 Incurring Department liability 201.1 Reporting for duty 204.1 Responsibility

This action was taken as a result of the officer's action during a homeland security detail where the officer escorted two young women to their home. Then two women ended up being handcuffed to each other and called for assistance in being released. This officer had left and was alleged to have drinking.

(21)

8-9-2005

200.14 Conduct toward Personnel 200.2 Obedience to Laws and Rules

4 Day Suspension

The above action was taken as a result of this officer's inappropriate conduct directed at supervisory personnel. **This incident was handled at the first line level.**

(22)		
11-19-05	200.2 Obedience to laws and rules	2 Day suspension
	this officer's conduct while on a paid detail and	• •
(23)		
12-01-05	200.6 Rules governing conduct 200.12 Conduct towards personnel	1 Day suspension
This incident was handled at the f superior officer when confronted wi	irst line level and deals with the officer's use of th the situation.	a vehicle and his conduct towards a
(24)		
12-02-05	200.5 Standard of conduct 200.31 Associating w/criminal element	1 Day suspension
This action is taken due to this office an organized crime figure.	er assisting and/or participating in the funeral of	an organized and/or associate of
(25)		
12-02-05	200.5 Standard of conduct 200.31 Associating w/criminal element	1 Day suspension
This action is taken due to this office an organized crime figure.	er assisting and/or participating in the funeral of	an organized and/or associate of
(26)		
12-06-05	200.2 Obedience to laws and rules	1 Day suspension
	ension for failure to complete police reports evenue to complete reports. This incident was hand	
(27)		
12-08-05	200.8 Duty Responsibilities	Verbal Reprimand

2006 Disciplinary Actions

(28) 01-06-06	200.2 Obedience to laws and rules	2 Day suspension
The above officer was discipline	ed as a result of an inspection, which was handled a corking a paid detail at a drinking/entertainment est	at the first line level and which
(29)		
1-24-06	200.2 Obedience to laws and Rules	2 Day suspension
The above action was taken as a at the first line level as a result	result of the officer's conduct while on a paid nigh of a detail inspection.	tclub detail. This action was handled
(30)		
3-07-06	Bill of Rights Hearing	Terminated
of two counts of assault. An ap result the officer was found guilt \$500.00 fine. The officer was the decision this officer's employme of rules and regulations regardin (31)		perior Court level in 2005 and as a arr probation and ordered to pay a ch 7, 2006, as a result of the panel's was charged with numerous violations
3-09-06	200.2 Obedience to laws and rules	4 day Suspension
	's use of force during a high speed car chase and the Providence Police Department's use of force p	
(32)		
3-13-06	201.1 Reporting for duty	10 Day suspension
This action was taken as a result so.	of this officer leaving a prisoner unattended without	ut receiving proper authorization to do
(33)		
3-27-06	200.39 Duty to report	Verbal Reprimand
This action was taken as a result to report those actions to a super	of this officer being present during the inappropria	te actions of another officer and failing

(34)4-14-06 200.12 Conduct towards personnel 1 Day suspension 206.6 Rules governing conduct This action was taken as a result of this officer's in appropriate language and or conduct when addressing an officer a higher rank. This action was handled at the first line level. (35)4-14-06 200.12 Conduct towards personnel 1 Day suspension 206.6 Rules governing conduct This action was taken as a result of this officer's in appropriate language and or conduct when addressing an officer a higher rank. (36)4-14-06 200.14 Conduct towards personnel Written Reprimand 200.6 Rules governing conduct This action was taken as a result of inappropriate emails there was sent department wide and directed at other officers. (37)4-14-06 200.14 Conduct towards personnel Written Reprimand 200.6 Rules governing conduct This action was taken as a result of inappropriate emails there was sent department wide and directed at other officers. (38)4-14-06 200.14 Conduct towards personnel 1 Day suspension 200.6 Rules governing conduct This action was taken as a result of inappropriate emails there was sent department wide and directed at other officers. (39)5-4-06 200.8 Duty Responsibilities 1 Day Suspension received a one day suspension without pay after being found asleep in a recliner in a hospital room, while on duty and guarding a prisoner. (40)6-30-06 200.15 Conduct towards the public 1 Day suspension

This action was taken as a result of a citizen's complaint which resulted in the officer being found guilty of having violated the above described rule and regulation. **This action was as a result of a hearing.**

(41) 6-12-06

Embezzlement/Wrongful Conversion

Terminated

In July of 2003 the above officer was arrested and charged with the above offense as a result of an investigation by the Internal Investigations Division. The theft involved the taking of property from a citizen and converting this property to his own use and not turning it in as required. This officer was convicted after a jury trial in May of 2004. The officer appealed his conviction to the Supreme Court and on June 8, 2006, the conviction was affirmed. As a result of this felony conviction this officer's employment was terminated.

(42)

7-13-06

200.6 Rules governing conduct 200.2 Obedience to laws and rules 203.9 Abuse of sick time

5 Day suspension

The above action was taken as a result of this officer working off duty paid details while out on a sick leave.

(43)

10-25-06

200.2 Obedience to laws and rules

1 Day suspension

This action was taken as a result of this officer not responding in a timely fashion to a written complaint that was being investigated by the Internal Investigations Division. This officer had been warned previously about similar conduct.

(44)

11-06-06

200.2 Obedience to laws and rules 200.6 Rules governing conduct 200.5 Standard of conduct

20 Day suspension Transferred

In addition to the above rules and regulations, this officer was charged with violating 6 additional rules. This action was taken as a result of this officer leaving the city without authorization and becoming involved in an incident outside of his jurisdiction. This was done without proper authority and in addition he failed to report this incident properly. This incident involved crimes committed by other persons and injuries sustained by other citizens.

(45)

11-08-06

200.6 Rules governing conduct 200.15 Conduct towards the public

2 Day suspension

200.13 Demeanor 200.12 Courtesy

The above action was taken as a result of an investigation where it was determined that this officer used inappropriate language and profanity when speaking with a citizen. This citizen had recorded a voice message left by this officer on her phone as well as subsequent conversations.

(46)

11-15-06

200.6 Rules governing conduct 200.14 Conduct towards public

1 Day suspension

The above action was taken as a result of this officer's conduct towards a superior officer and that fact that she did not like the police vehicle that was assigned to her. After she was taken out of one police vehicle and assigned another vehicle she went home sick and stated to the Sergeant who was speaking with a Captain at the time "when you're done with you're Pow Wow, put me in the sick book. This officer was suspended for 1 day without pay.

(47)

11-09-06 200.2 Obedience to laws and rules Written Reprimand

The above action was taken after this officer failed to complete an after incident report during a situation in which this officer used force to effect an arrest. This action was as a result of a civilian complaint hearing where the officer was found to have violated to above rule and regulation.

(48)

11-30-06

201.1 Reporting for duty
2 Days suspension
201.2 Roll Call

The above action was taken as a result of this officer failing to report for duty and reporting for duty late on several occasions without prior authorization and approval. This action was handled at the first line level.

200.2 Obedience to laws and rules
200.6 Rules governing conduct
200.8 Duty responsibilities
200.39 Duty to report information

The above action was taken as a result of this officer's failure respond and report appropriately to a robbery complaint and investigation. This action was handled at the first line level.

200.2 Obedience to laws and rules
200.6 Rules governing conduct
200.14 Conduct towards personnel
205.4 Complying w/Dispatch

The above action was taken as a result of this officer's failure respond and report appropriately to a hit and run accident. This officer was seen removing his personal items from the police vehicle to his personal vehicle prior to the end of his tour of duty and when confronted by his sergeant, conducted himself in an inappropriate manner. **This action was handled at the first line level.**

200.2 Obedience to laws and rules Written Reprimand 200.5 Standard of conduct 200.6 Rules governing conduct 200.8 Duty responsibilities 200.14 Conduct towards personnel

The above action was the result of a physical and verbal altercation between this officer and Officer action was handled at the first line level.

(52)11-22-06 200.5 Standard of Conduct Written Reprimand 200.6 Rules governing conduct 200.14 Conduct towards personnel The above action was the result of a physical and verbal altercation between this officer and Officer **This** action was handled at the first line level. (53)11-27-06 201.1 Reporting for duty 2 Days suspension 203.9 Abuse of sick leave 203.12 False claims 206.6 Failure to appear for a hearing The above action was taken as a result of a false claim that was made by this officer of an on duty injury. In addition while the officer was out on this claim he was notified to appear at a civilian complaint hearing and failed to do so. As a result this officer received the above discipline. This officer would later retire as a result intense scrutiny and future projected action by this administration. (54)12-15-06 200.14 Conduct towards personnel Written Reprimand This action was the result of an inappropriate email this officer sent which was directed at another officer. This action was handled at the first line level. (55)**Terminated** 12-26-06 200.2 Obedience to laws and rules 200.5 Standard of conduct On this date this officer's employment was terminated as a result of a drug screening that was performed which indicated a positive result for an illegal substance. At the time this officer was on a last chance agreement which authorized random testing. (56)

The above action was the result of this officer's actions and conduct while on a paid detail at a supermarket where the officer was captured shoplifting items on diverse dates. This officer was charged with shoplifting subsequently plead to a single count of misdemeanor shoplifting.

Bill of Rights Hearing

12-31-06

10

One (1) year suspension

2007 Disciplinary Actions

(57)

01-04-07	200.5 Standard of Conduct 200.39 Duty to report	Written Rep
community. This officer w	result of an off duty physical confrontation involving ano could later resign as a result other incidences and as a resuges was being investigated.	ther officer from an adjacent lt closer scrutiny whereby the
(58)		
01-04-07	200.39 Duty to report 200.6 Rules governing conduct	2 days
(59)		
01-04-07	201.1 Reporting for duty 201.2 Roll Call	2 days
(60)		
01-04-07	200.5 Standard of Conduct 200.6 Rules Governing Condu	2 day Suspension
	day suspension without pay as a result of his actions at the 2006. The incident involved his actions during a Playstat	
(61)		
01-08-07	201.1 Reporting for duty 201.2 Roll Call	1 day
(62)		
01-08-07	200.6 Rules Governing Conduct	1 day
(63)		

00.01.05	non r	10 0
02-01-07	see BOR Decision	10 months
(65)		
02-05-07	200.2 Obedience 200.6 Rules governing conduct 200.5 Standard of conduct 200.13 Demeanor 200.12 Courtesy	Demotion
(66)		
02-14-07	200.15 Conduct towards public	Written Rep.
(67)		
02-15-07	200.5 Standard of conduct 201.15 Leaving Post city limits 200.2 Obedience to laws and rules	Written Rep.
(68)		
03-16-07	200.12 Courtesy 200.14 Conduct towards personnel	4 Day suspension
(69)		
03-28-07	Sexual Assault	Terminated
December 27, 2006. The inc	ted on the above date as a result of an investigation of a dictment was for one count of third degree sexual assaulters of age and under sixteen years of age.	
(70)		
	Bill of Rights	Terminated

The above action was taken as a result of an investigation which was initiated in September of 2005. The investigation involved this officer causing damage to a police vehicle and then falsifying or having had falsified a leaving the scene report indicating the vehicle was struck while unattended. This investigation also involved the officer's ability to serve as a police officer due to mental health issues.

(71)05-30-07 200.12 Courtesy Written Reprimand 200.15 Conduct towards Public 200.1 Knowledge of Laws and Rules 200.8 Duty Responsibilities This action was taken against this officer as a result of his conduct towards a citizen during a motor vehicle accident and after a hearing. (72)05-30-07 200.15 Conduct towards public Written Reprimand This action was taken as a result of this officer's conduct and language towards a citizen while investigating a loud music complaint and as a result of a civilian complaint hearing. (73)05-30-07 200.15 Conduct towards public 1 Day suspension 200.1 Knowledge of rules and laws 200.8 Duty responsibilities 200.2 Obedience to laws and rules 200.20 Rendering assistance This action was taken against this officer as a result of his actions or inactions and conduct towards a citizen during a domestic assault related incident and as a result of a civilian complaint hearing. **(74)** 05-30-07 200.15 Conduct towards public 1 Day suspension 200.1 Knowledge of rules and laws 200.8 Duty responsibilities 200.2 Obedience to laws and rules 200.20 Rendering assistance This action was taken against this officer as a result of his actions or inactions and conduct towards a citizen during a domestic assault related incident and as a result of a civilian complaint hearing. (75)07-18-07 200.15 Conduct towards public Written Reprimand 200.1 Knowledge of laws and rules The above action was taken as a result of a civilian complaint and a hearing in which the officer was found guilty of violating the above rules and regulations.

200.14 Conduct towards personnel

(76)

07-30-07

Written Reprimand

(77)08-15-07 205.5 Standard of Conduct **Terminated** The above Probationary officer was dismissed as a result of information that was received from other officers that affected his ability to perform his duties as a Providence Police Officer. (78)10-25-07 6 day suspension **200.2** Obedience to Laws and Rules 201.1 Reporting for duty **201.2 Roll Call** 203.7 Tardiness 200.6 Rules governing conduct **200.12 Courtesy** 200.14 Conduct towards personnel 205.4 Complying with instruction-Dispatcher The above officer was disciplined at the first line level for the above violations which stem from being insubordinate to while assigned to a detail in which the Sergeant was the supervisor. Sergeant **(79)** 10-25-07 200.2 Obedience to Laws and Rules 6 day suspension 205.4 Complying with instruction-Dispatcher The above officer was disciplined at the first line level for the above violations which stem from being insubordinate to while assigned to a detail in which the Sergeant was the supervisor. Sergeant (80)10-31-07 200.2 Obedience to Laws and Rules **Forced Resignation** In anticipation of pending departmental charges and a BOR process this officer resigned after being presented with bill of rights charges. (81)11-07-07 200.5 Standard of Conduct Written Reprimand 200.2 Obedience to Laws and Rules 200.39 Duty to Report Information The above officer was issued a written reprimand as a result of an off duty incident which involved the officer initiating a personal relationship with the victim of a domestic assault in which he was the investigating officer. (82)11-07-07 200.15 Conduct towards the Public Written Reprimand 200.1 Knowledge of Laws and Rules 200.2 Obedience to Laws and Rules

14

The above officer received a written reprimand as a result of his conduct during a motor vehicle stop and for his failure to file a racial profiling card after the stop. The findings were as a result of a civilian complaint hearing.

(83)

11-07-07

200.1 Knowledge of Laws and Rules

Written Reprimand

The above Sergeant was issued a written reprimand as a result of a civilian complaint hearing in which Lt. Lee found the Sergeant guilty of the above violation.

(84)

11-07-07

200.15 Conduct towards the Public 200.1 Knowledge of Laws and Rules Written Reprimand

200.12 Courtesy

The above officer was found guilty as a result of a civilian complaint hearing. The incident involved the improper arrest of an individual while the officer was working or on an off duty detail status.

(85)

11-09-07



200.2 Obedience to Laws and Rules

Verbal Counseling/Training

The above action was taken as a result of a civilian complaint hearing where the officers were found to have violated the general orders dealing with filing AIR reports and other use of force reports.

(86)

12-13-07



200.1 Knowledge of Laws and Rules 200.2 Obedience to Laws and Rules Verbal Counseling/Training

The above three officer received retraining as a result of a civilian complaint that was filed regarding the entry into a home and after a civilian complaint hearing where the hearing officer found all three officer guilty of having violated the above rules and regulations.

2008 Disciplinary Actions

(87)

01-02-08

200.14 Conduct towards personnel

2 Day suspension

200.12 Courtesy

205.5-1 Unnecessary Email Transmission

The above officer received a two day suspension as a result of an email that he sent out that violated the above rules and regulations and which was directed towards the Chief of Police.

(88)

01-23-08

204.7 Custody of Prisoners
200.8 Duty Responsibilities

5 Day suspension

The above officer was suspended for 5 days without pay as a result of an incident where a prisoner in this officer's custody escaped due to this officer's actions.

(89)

200.6 Rules Governing Conduct 2 Day Suspension 200.14 Conduct towards Personnel

The above action was taken as a result of an incident between this officer and the desk Sergeant whereby this officer refused to compile a report when requested to do so by the Sergeant and further gave the Sergeant the finger.

(90)

02-06-08

Perjury

Crank Calls

During the month of December 2007, an investigation was initiated into crank/harassing phone calls that were made to area businesses and which was directed or intended to harass the chief of police. During this investigation it was learned that the person responsible for making these phone calls was the above mentioned officer. In anticipation that criminal charges would be filed against the officer and in agreement the officer was allowed to resign in the best interests of all parties.

(91)
02-19-08
204.1 Responsibility Written Reprimand

The above officer received a written reprimand as a result of his negligence in properly securing department equipment which was subsequently stolen from his unlocked vehicle at his home. The item stolen was a department firearm.

02-29-08

200.14 Conduct towards Personnel Written Reprimand
200.6 Rules Governing Conduct
205.5-1 Unnecessary Email

The above officer received a written reprimand as a result of an inappropriate email that was sent by the officer directed at other personnel.

(93)

04-07-08

200.13 Demeanor
200.5 Standard of Conduct
200.20 Equipment
201.5 Loafing or Sleeping

The above officer received the above discipline as a result of an incident which occurred while on a detail with a Lieutenant. This incident was handled at the first line level.			
(94)			
04-23-08	200.2 Obedience to Laws and Rules	Termination	
The above officer was terminagreement entered into on A	inated as a result of his failure to comply with his responsibly April 3, 2007.	pilities as described by a last chance	
(95)			
05-23-08	200.2 Obedience to Laws and Rules	1 day suspension Reassigned/Transferred	
	nember of the Internal Investigations and Inspections II wards federal agents who were executing a search warrant a		
(96)			
06-04-08	Numerous Charges	Termination/Resigned	
nature. A total of 17 women	en and during those stops the officer made inappropriate con were identified as victims or witnesses and during the most officer chose not to contest the charges and subsequently	nth of May, of 2008, the officer was	
07-16-08	200.1 Knowledge of Rules and Laws	2 day suspension	
	ed a two day suspension without pay as a result of an inciderea and which involved his conduct towards a female detention	•	
(98)			
07-23-08	205.8 Misrepresentation of Records	2 day suspension	
The above officer received taccident.	the above discipline as a result of his actions during the inv	restigation of a motor vehicle	
(99)			
07-23-08	205.8 Misrepresentation of Records	Written Reprimand	
The above officer received taccident.	the above discipline as a result of his actions during the inv	restigation of a motor vehicle	
(100)			

The above officer was suspended for 7 days without pay as a result of a discriminatory remark he made towards a citizen which this officer admitted to making. In addition this officer would be sent for sensitivity training.

(105)

11-22-08

200.14 Conduct towards Personnel
200.5 Standard of Conduct
200.5 Standard of Conduct

The above officer was suspended for 2 day without pay as a result of her conduct towards Internal Affairs Investigators who at the time were conducting an investigation into an unrelated matter.

(106)

12-06-08

200.8 Duty Responsibilities

Verbal Reprimand

The above officer received a verbal reprimand as a result of his inactions when dealing with a prisoner. He was further counseled and provided with copies of general orders and policies with regards to the handling of prisoners.

2009 Disciplinary Actions

(107)

01-08-09

200.2 Obedience to Laws and Rules 200.39 Duty to Report Information 200.6 Rules Governing Conduct 2 Day suspension

This Officer received a two day suspension for conducting a strip search in the bathroom of the FOP club and for his complacency in allowing another officer to submit a police report which did not accurately reflect the circumstances of the seizure of cocaine and the arrest of the individual.

(108)

01-11-09

200.2 Obedience to Laws and Rules 200.18 Truthfulness 205.8 Misrepresentation of records 7 Day suspension

This officer received a seven day suspension without pay for failing to accurate described the seizure of narcotics and the arrest of the individual responsible in the police report and associated reports.

(109)

01-27-09

200.2 Obedience to Laws and Rules 200.6 Rules Governing Conduct 200.5 Standard of Conduct **Demotion**

The above officer was demoted from Detective within the Investigative Division to Patrol Officer within the Uniform Division after falsely submitting a court slip for court and never appearing in court. This investigation was handled at the first line level.

(110)

02-05-09

200.38 Demeanor When Testifying 201.1 Reporting For Duty

1 Day Suspension

The above officer received a one (1) day suspension for failing to appear in court on several occasions after being duly notified. This investigation was handled at the first line level.

(111)

02-06-09

200.14 Conduct Toward Personnel 200.12 Courtesy 200.5 Standard of Conduct

2 Day suspension

The above Detective received a two day suspension without pay for her involvement in an off duty where she was insubordinate towards a lieutenant and members of the Brown Police Department.

(112)

02-09-09 Written Reprimand

This officer received a written reprimand by the shift Commander, Lieutenant David Lapatin for failing to report for duty. **This action was handled at the first line level.**

(113)

02-10-09 200.14 Conduct Toward Personnel 4 Day suspension

200.5 Standard of Conduct 200.2 Obedience to Laws and Rules 200.5-1 Unnecessary Email 200.12 Courtesy

The above officer was suspended for 4 days without pay as a result of inappropriate emails sent to a Sergeant and as a result of his overall conduct toward a superior officer. In addition this officer was placed on administrative duty and subsequently ordered to submit to a fitness for duty evaluation.

(114)

03-05-09 200.2 Obedience to laws and rules 10 Day Suspension

200.6 Rules Governing Conduct 200.5 Standard of Conduct 200.14 Conduct toward Personnel 201.4 Loafing or Sleeping

The above officer was suspended as a result of his conduct toward civilian clerks and the inappropriate sexual harassment of these clerks. In addition the officer was placed on administrative duty during the course of the investigation and also required to attend a sexual harassment training session and counseling prior to be allowed to return to full duty.

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(115)

03-16-09 200.8 Duty Responsibilities Verbal Reprimand

The above officer received a verbal reprimand as a result of his actions or inactions regarding two separate incidents where to officer neglected to take proper action. One incident pertains to a domestic incident and the other incident involved an intoxicated driver.

(116)

03-30-09 200.5 Standard of Conduct Last Chance Agreement Probation Extension

The above probationary officer was investigated for drug use and it was determined that he smoke marijuana during his probationary period. As a result of this investigation and due to extenuating circumstances his probationary period was extended for one year and the officer was placed on a two year last chance agreement which requires periodic, random drug testing.

(117)
05-01-09
200.1 Knowledge of Laws and Rules
2 Day Suspension

200.2 Obedience to Laws and Rules 200.5 Standard of Conduct

The above officer was disciplined as a result of his actions on April 18, 2009, which occurred off duty in the State of Massachusetts. The incident involved the officer operating a vehicle while under the influence of alcohol. **This incident was handled at the first line level.**

(118)

200.2 Obedience to Laws and Rules
2 Day Suspension
200.6 Rules Governing Conduct
200.8 Duty Responsibilities

200.14 Conduct towards Personnel

The above officer was disciplined as a result of his conduct towards a Sergeant and a Lieutenant and as a result of his inactions during the course of an investigation. This investigation was handled at the first line level.

(119)

200.2 Obedience to Laws and Rules
200.8 Duty Responsibilities
200.12 Courtesy
200.14 Conduct towards personnel

The above officer received a two day suspension without pay as a result of her conduct towards a superior officer and as a result of her constant lateness and/or poor attendance. This investigation was handled at the first line level.

(120)
05-07-09
200.2 Obedience to Laws and Rules Resigned/Forced

The above officer resigned as a police officer as a result of a plea agreement in which he was charged with an assault and as part of the plea agreement the officer was forced to resign.

(121)

05-22-09 200.14 Conduct towards Personnel 12 Day Suspension 200.5 Standard of Conduct 200.2 Obedience to laws and rules

205.5-1 Unnecessary Email Transmissions

The above officer was suspended as a result of his actions toward personnel and the department which occurred on diverse dates from January 6, 2008 and April 7, 2009. A search of the officer's use of the department email system substantiated the charges as well as his conduct toward investigators when confronted with the allegations.

21

(122)

05-22-09 200.14 Conduct towards Personnel

4 Day Suspension

200.5 Standard of Conduct

200.2 Obedience to laws and rules

205.5-1 Unnecessary Email Transmission

The above officer was suspended as a result of his actions toward a female police officer the actions of which were determined to be sexual harassment in the workplace. In addition to the above suspension the officer was placed on administrative duty for approximately three weeks while the investigation was being conducted and the officer was also required to attend a sexual harassment training program and counseling.

(123)

06-19-09 Terminated

The above officer was terminated as a result of a fitness for duty evaluation which was preceded by several incidences and allegations of misconduct.

(124)

07-10-09

200.1 Knowledge of Laws and Rules

Written Reprimand

The above officer received a written reprimand as a result of a hearing which was presided over by Captain Timothy Lee where the officer was found to have violated the above rule and regulation.

 $\overline{(125)}$

07-10-09

200.1 Knowledge of Laws and Rules

Written Reprimand

The above officer received a written reprimand as a result of a hearing which was presided over by Captain Timothy Lee where the officer was found to have violated the above rule and regulation.

(126)

08-18-09

200.1 Knowledge of Laws and Rules

2 Weeks Suspension

200.2 Obedience to Laws and Rules

200.5 Standard of Conduct

200.8 Duty Responsibilities

200.13 Demeanor

200.15 Conduct towards the public

200.33 Interfering with the Course of Justice

The above action was taken as a result of this officer's conduct when responding to calls for service at various department stores located at the Providence Place Mall. The calls for service involved shoplifters being apprehended by Loss Prevention officers and later being released by the officer without authorization. The allegations also involved his language towards LPO's and suspects.

(127)

09-02-09

200.12 Courtesy Written Reprimand
200.15 Conduct towards public
200.5 Standard of Conduct

The above Sergeant received a written reprimand as a result of a civilian complaint hearing where a complaint was filed against the sergeant regarding inappropriate language directed at citizens during an arrest.

(128)

09-04-09 Bill of Rights 3 Month Suspension

On or about March 12 and April 24, 2009, charges were presented against this officer and a Bill of Rights processed was commenced with the recommended penalty being that of termination. The charges stemmed from his conduct towards other officers whereby it was alleged that this officer would regularly point his firearm at another officer. These charges also involved his failure to report an off duty incident in addition to his association and communication with members of a gambling ring and where he was incepted in a wiretap investigation being conducted by the Rhode Island State Police.

(129)

09-25-09 200.15 Conduct towards public

8 Days Suspension

200.5 Standard of Conduct 200.2 Obedience

The above action was taken as a result of this officer's conduct toward the 18 year old daughter of another Providence Police Officer. This incident occurred while this officer was off duty at the time. The conduct involved inappropriate language and sexual harassment. The officer was sent for a fitness for duty evaluation which he subsequently passed. He was also force to submit to sexual harassment training which he completed.

(130)

10-19-09 200.15 Conduct towards the Public Verbal Reprimand

The above officer received a verbal reprimand as a result of a civilian complaint hearing which was presided over by Captain Verdi where the Captain found the officer guilty of violating the above rule and regulation.

(131)

10-19-09

10-19-09 200.2 Obedience to Laws and Rules Written Reprimand

The above officer received a written reprimand as a result of a civilian complaint hearing presided over by Captain Timothy Lee where the Captain the officer Guilty of violating the above rule and regulation.

(132)

10-19-09 200.2 Obedience to Laws and Rules Written Reprimand

	tten reprimand as a result of a civilian complaint hearing the officer Guilty of violating the above rule and regulating the a	
(133)		
10-19-09	200.2 Obedience to Laws and Rules	Written Reprimand
	tten reprimand as a result of a civilian complaint hearing the officer Guilty of violating the above rule and regulating the r	
	2010 Disciplinary Action	<u>S</u>
(134)		
04-05-10	200.39 Duty to Report Information	Demotion
was present during this incident a 's conduct. As a result the		Ited an arrestee with a flashlight. without pay pending a trial.
(135)		
4-15-2010	1 st Degree Sexual Assault	Convicted
2007. The investigation was cond Department's Internal Investigation	after trial of the above offense as a result of an incider ducted by the Rhode Island State Police with the assistations Division. At the time of this entry the officer's station. This officer has been suspended without pay fol	ance of the Providence Police tus remains suspended without pay
(136)		
5-12-2010	200.8 Duty Responsibilities	Written Reprimand
	tten reprimand as a result of his inactions and inapprop 4, 2010 at Chili's restaurant located at 255 Collyer Str st line level.	
(137)		
5-28-2010	BOR/Illegal Gambling	150 Days Suspended

The above officer received a 150 day suspension as a result of his involvement in an illegal gambling operation that was conducted by the Rhode Island State Police and in which the officer was intercepted in a Title 3 wiretap. Initially the

officer was being presented through the Bill of Rights process with a recommendation for termination. The discipline was later negotiated and the officer received the above discipline.

(138)

6-29-2010

200.14 Conduct Towards Personnel

6 Days suspended

This officer was suspended as a result of his actions and inappropriate conducted directed at a policewoman.

(139)

9-1-2010

200.14 Conduct Towards Personnel

22 Days Suspended

This officer was received the above suspension as a result of his conduct directed at other officers which included sexually inappropriate comments and racially charged comments. The officer was also observed via a surveillance video to have pushed another officer. The 22 day suspension involved several incidences on diverse dates and also included numerous charges in addition to the charge referred to above.

(140)

9-1-2010

200.2 Obedience to Laws and Rules 200.6 Rules Governing Conduct

1 day suspension

The above officer received the described sanction as a result his actions and conduct of July 1, 2008 in which it was determined that he used inappropriate force with a suspect while in the cellblock.

(141)

10-5-2010



200.8 Duty Responsibilities

Written Reprimand

The above officer received a written reprimand as a result of his neglecting to secure his department issued firearm in a lockbox prior to escorting a prisoner onto the garage elevator and up to Men's Detention; and then, proceeding to walk through the Detention area in possession of his department issued firearm and exiting through the doorway into the second floor corridor in order to secure the firearm in a lockbox located there.

(142)

12-20-2010

205.8 Misrepresentation of Records Duty to Report Information Obedience to Laws and Rules Rules Governing Conduct Standard of Conduct

Demotion

The above officers were each charged with one count each of the above listed charges as a result of an audit that was conducted of the travelers and times books for the years 2007 through 2009. The allegation was that these officers, at the time Sergeants were changing and or alternation the time books to reflect that they were working particulars shifts or tours of duty when in fact they were not. The investigation which began in March of 2010 and concluded in December of 2010 resulted in bill of rights charges be presented against each officer. The investigation resulted in the above Sergeants being demoted to the rank of Patrolman in addition to other sanctions.

12-30-2010

205.5-1 Unnecessary E-mail Transmission

Written Reprimand

The above officer received a written reprimand as a result of an email that was send department wide which was determined to be unnecessary. The content of the email dealt with this officer's recent demotion from the rank of Sergeant (See above).

2011 Disciplinary Actions

(144)

1-11-2011

11-5-2/12-29-5 Domestic Assault

Suspended w/o Pay

The above officer was suspended without pay as a result of his arrest in the city of Cranston for a felony domestic assault. This officer was also charged by the Cranston Police Department Domestic Disorderly and Carrying a firearm while intoxicated. The allegation made by his wife is that at some point during an altercation this officer pointed his firearm into her back.

(145)

1-11-2011

200.2 Obedience to Laws and Rules 200.6 Rules Governing Conduct 203.3 Absence

2 day suspension

This officer was suspended for 2 days without pay as a result of him being absent from work for an extended period with authorization.

(146)

1-11-2011

200.2 Obedience to Laws and Rules 200.6 Rules Governing Conduct 200.8 Duty Responsibilities

2 day suspension

This officer was suspended for 2 days without pay as a result of this officer failing to respond to a shooting call and therefore being derelict in his duties.

(147)

1-11-2011

203.77 Tardiness

1 day suspension

This officer received a one day suspension without pay as a result of a pattern of lateness in to work. He was initially given a verbal reprimand, a written reprimand and ultimately the 1 day suspension.

(148)

1-19-2011

200.2 Obedience to Laws and Rules 200.5 Standard of Conduct

Termination

The above officer was terminated as a result of a positive drug test for the presence of cocaine. This officer was previously determined to have used marijuana and as a result was under a last chance agreement which was scheduled to expire in

May of 2011. As a result of this positive result which was received on January 18, 2011, this officer's employment was terminated. (149)Conspiracy to Viol. Con. Subs. Act Termination 1-21-2011 The above officer was found to have violated the above charge after a RISP narcotics investigation. The officer pled Guilty to the charges on 1/14/11 and was sentenced to 10 years, 3 years to serve and 7 suspended. As a result and in accordance with LEOBOR, the officer was terminated effective 1/21/11. (150)1-21-2011 Consp. To Viol. Uniform Con. Subs. Act **Termination** The above officer was found to have violated the above charge after a RISP narcotics investigation. The officer pled Guilty to and was convicted of this charge as well as other charges of which at least one was a felony conviction on 12/9/10. As a result and in accordance with LEOBOR, the officer was terminated effective 1/21/11. (151)2-8-2011 200.2 Obedience to Laws and Rules 10 Day Suspension 200.5 Standard of Conduct 200.39 Duty to Report Information The above officer was given a two week suspension for the above infractions. The disciplinary action was the result of a seized pistol taken from property room and improperly given back to the owner. The action was also taken because of improper comments made to Inspector and Deputy Chief of the AG's office by Ptlm. (152)02-17-2011 200.2 Obedience to Laws and Rules 1 Day Suspension 200.8 Duties and responsibilities The above officer was given a one day suspension for the above infractions. The disciplinary action was the result of her failure to report her lost/stolen portable radio. Date of suspension—02/17/11. This incident was handled at the first-line level. (153)02-23-2011 200.17 Discriminatory Remarks 1 Day Suspension 200.15 Conduct Towards The Public 200.5 Standard Of Conduct

The above officer was given a one day suspension for the above infractions. The disciplinary action was the result of his racial remarks to a fellow officer which were overheard by Sgt.

This incident was handled at the first-line level.

(154)

03-14-2011 200.15 Conduct Towards the Public Written Reprimand

The above action was taken as a result of the officer's conduct while responding to a call for service. This action was the result of a civilian complaint hearing. Sergeant was also found guilty regarding this incident however he retired prior to the decision being rendered by the hearing officer.

(155)03-25-2011 Written Reprimand 200.5 Standard of Conduct Probation extended 200.6 Rules Governing Conduct 200.12 Courtesy This action was taken as a result of statements made by this officer to a subject standing on Thayer St. This incident was handled at the first line supervisor level. (156)03-25-2011 200.5 Standard of Conduct Written Reprimand 200.6 Rules Governing Conduct Probation extended 200.12 Courtesy This action was taken as a result of statements made by this officer to a subject standing on Thayer St. This incident was handled at the first line supervisor level. (157)200.2 Obedience to Laws and Rules 03-28-2011 1 Day Suspension 200.5 Standard of Conduct 200.31 Associating with Criminal Element The above officer was given a one day suspension for the above infractions. The disciplinary action was the result of his involvement in a news story aired, in reference to the sale of single cigarettes. (158)200.2 Obedience to Laws and Rules 05-05-2011 1 Day suspension 200.5 Standard of Conduct The above suspension was as a result of the officer violating the department's gym policy. This incident was handled at the first line level. (159)05-06-2011 Probation Extended The above probationary officer's probationary status was extended for a period of 6 months as a result of two incidences involving the arrests of individuals for possession of marijuana. It was determined that the officer's conduct while not malicious lacked the proper attention. (160)05-26-2011 1 Day Suspension The above discipline was the result of the detective's inactions during four felony investigations. It was also the result of

the officer's past disciplinary actions. This incident was handled at the first line level.

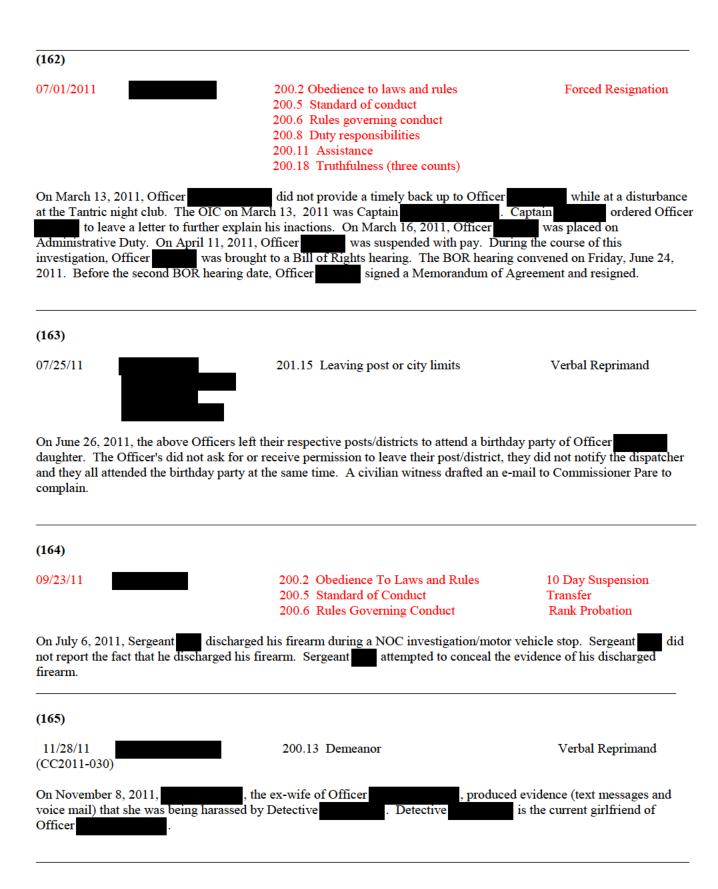
(161)

06-15-2011

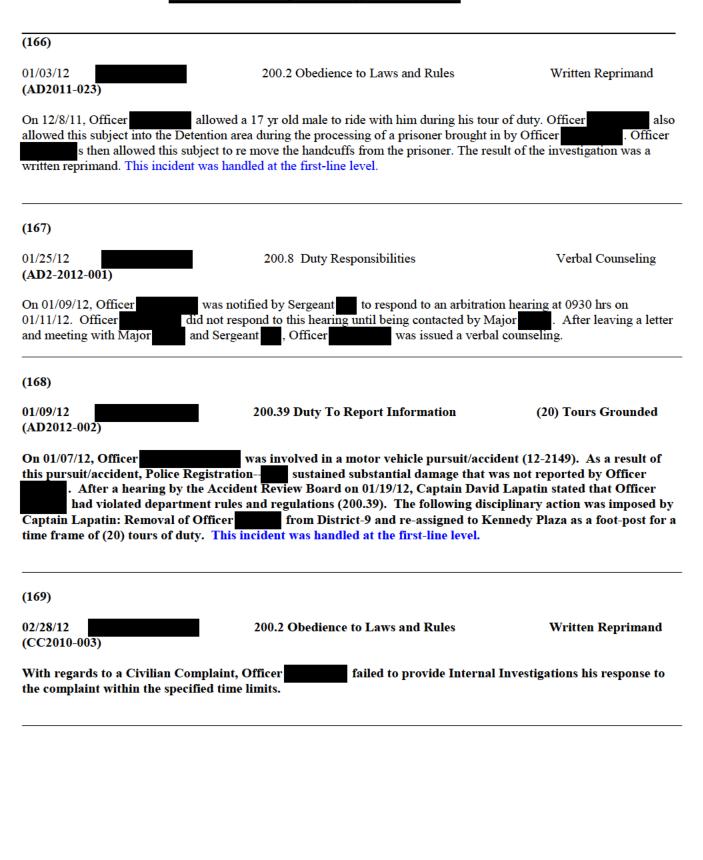
200.5 Standard of Conduct

Verbal Reprimand

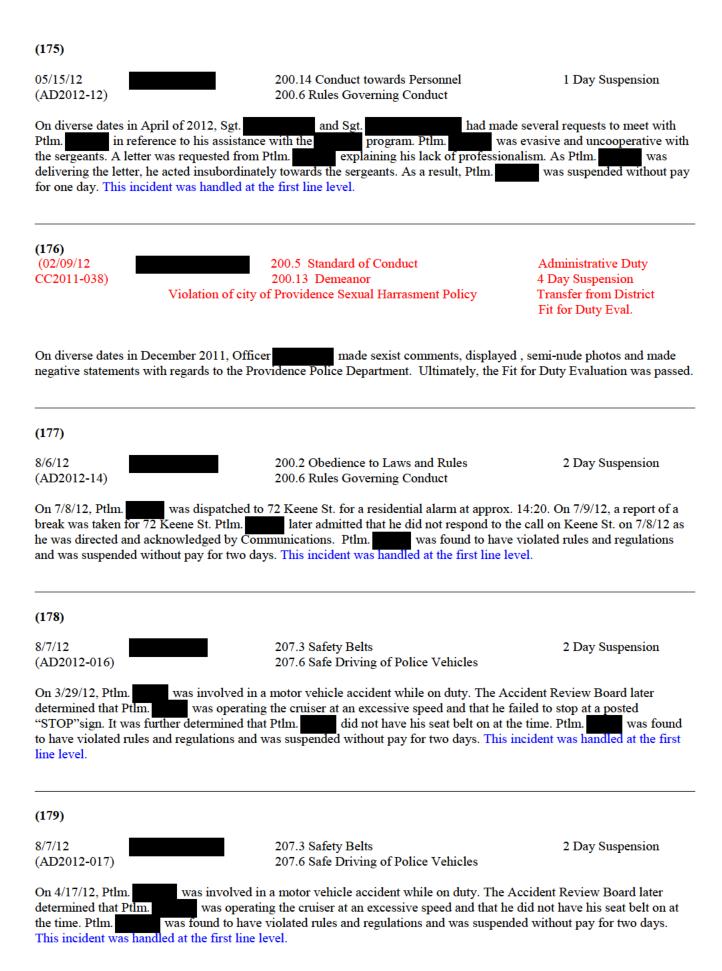
An inappropriate photo was located on the internet of the above officer while in uniform. As a result the officer received a verbal reprimand. This incident was handled at the first line level by his Lieutenant.

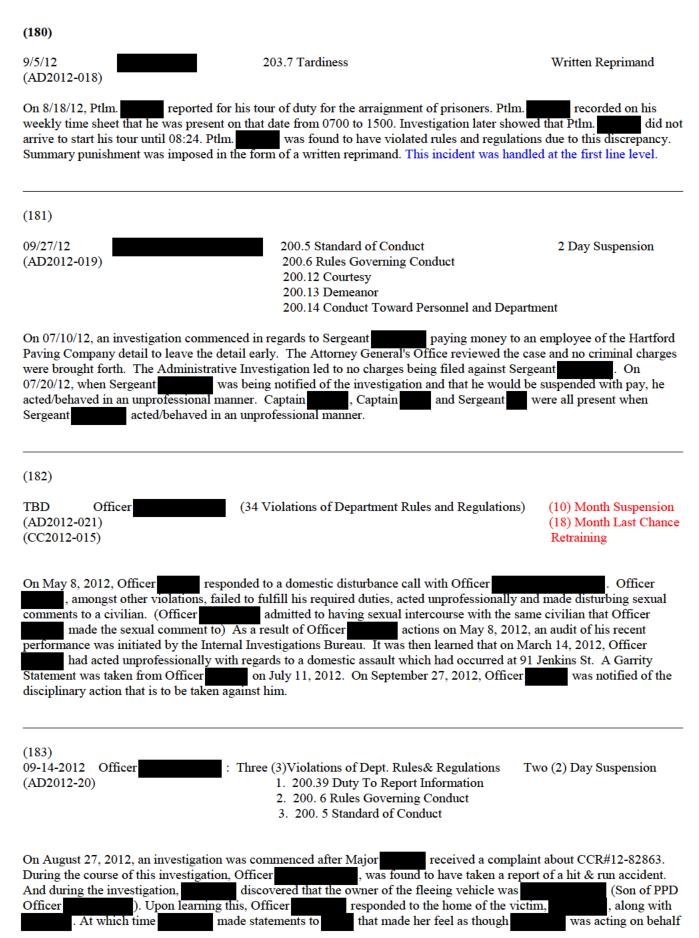


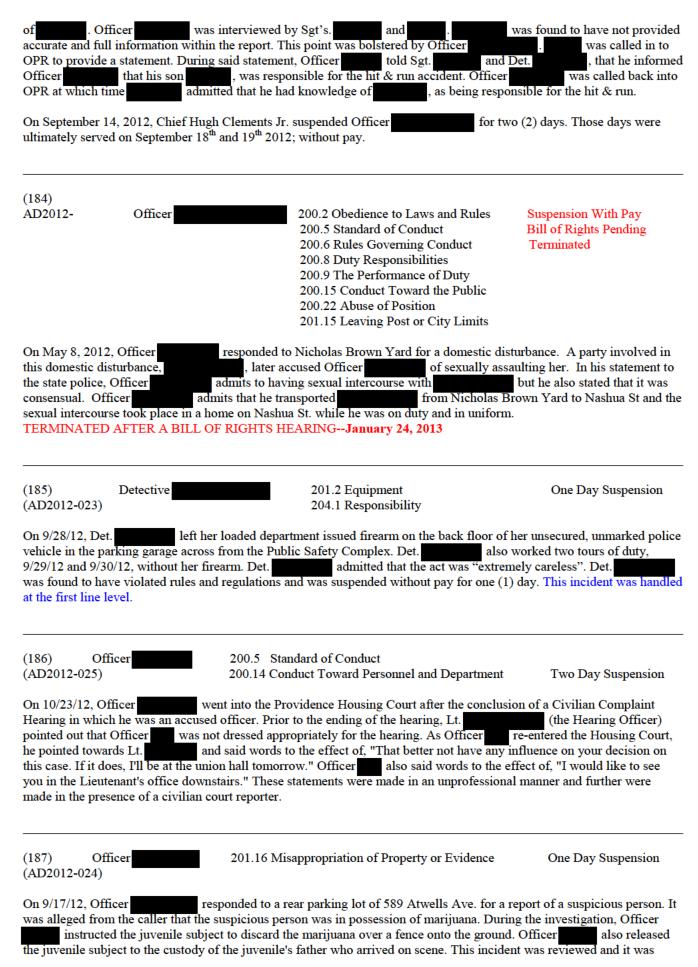
2012 Disciplinary Actions

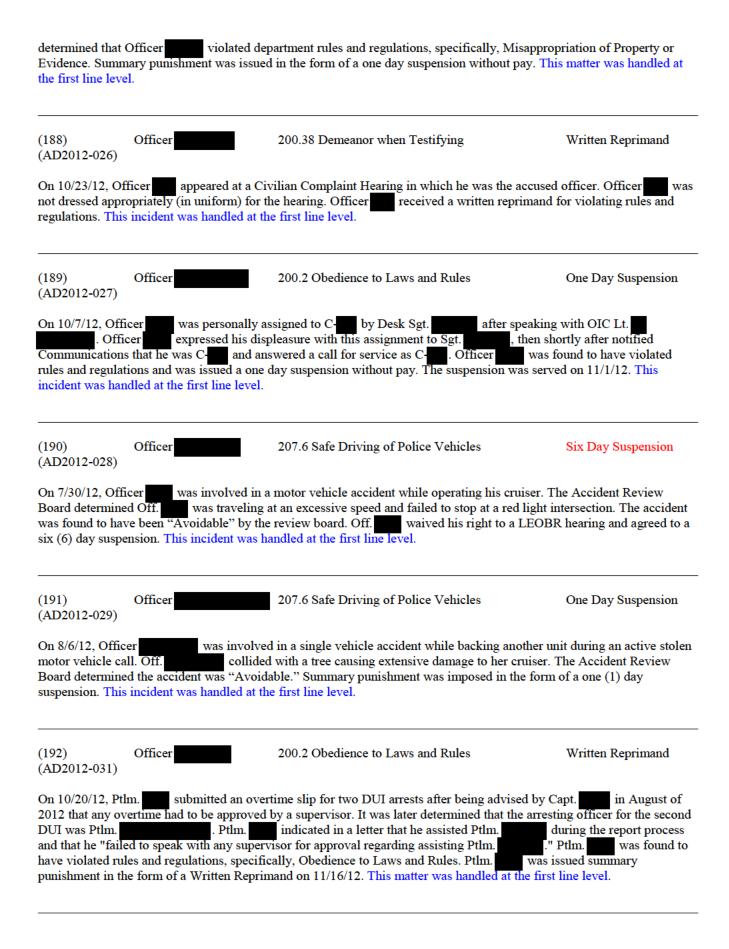


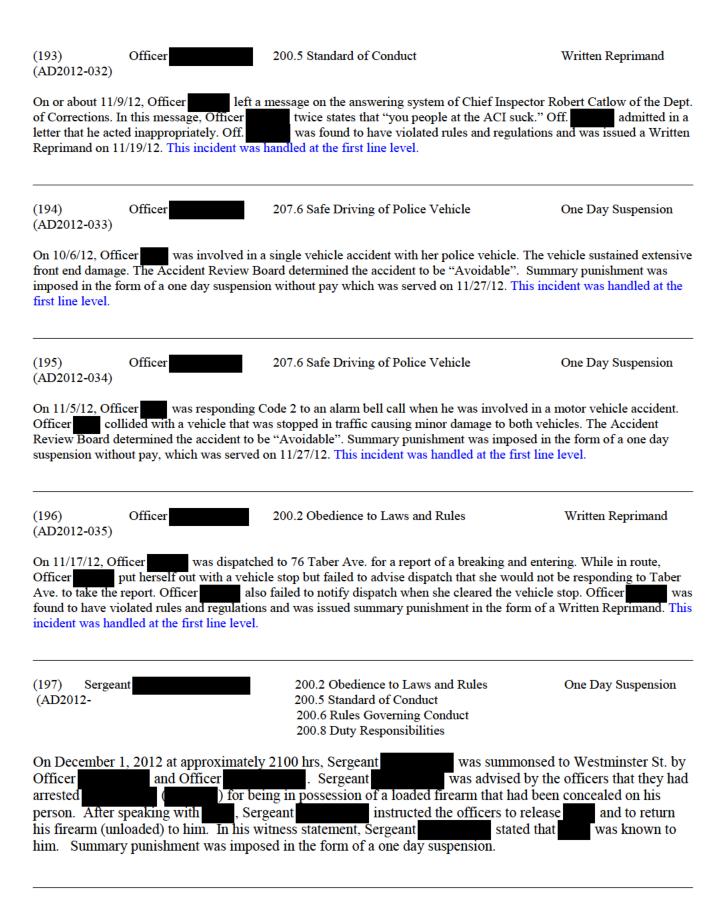
02/28/12 (CC2012-003)	200.2 Obedience to Laws and Rules	Written Reprimand
With regards to a Civilian C complaint within the specific		vestigations his response to the
(171)		
03/20/12	200.5 Standard of Conduct 200.14 Conduct Toward Personnel and De	
	cimately 2100 hrs, NOC Detective , while op	sferred to the Patrol Bureau erating an unmarked police erating a marked police cruiser.
(172)		
03/26/12 (AD2012-005)	200.6 Rules Governing Conduct 200.14 Conduct Toward Personnel and Dep	Written Reprimand
workers while at the Prov. Pol alleged drug use. Off.		
(173)		
03/26/12 (AD2012-005)	200.6 Rules Governing Conduct 200.12 Courtesy 200.14 Conduct Toward Personnel and Dep	1 Day Suspension
("ballbusting") were made abo	d refused to leave said letter. Off. later on the s t his behavior was probably caused by a personal issue. Sus	that comments cending when asked by Sgt. ame date submitted the letter to
(174)		
05/07/12 (AD2012-10)	200.2 Obedience to Laws and Rules	Written Reprimand
had been informed not t	was observed wearing an unauthorized winter hat while on to wear the hat by Lt. on two occasions prior d upon his return to active duty from IOD status. This incid	to 1/6/12. As a result, Ptlm.





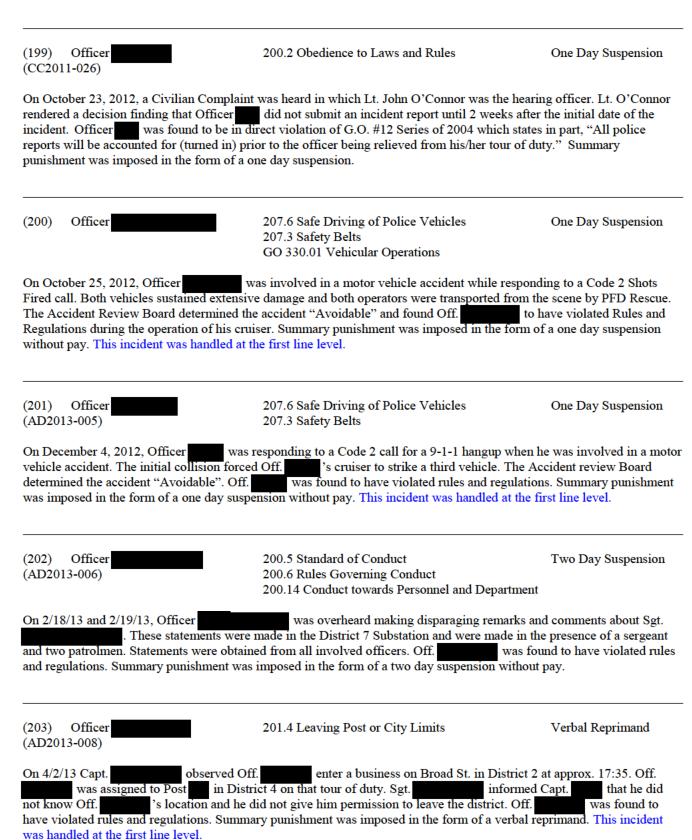


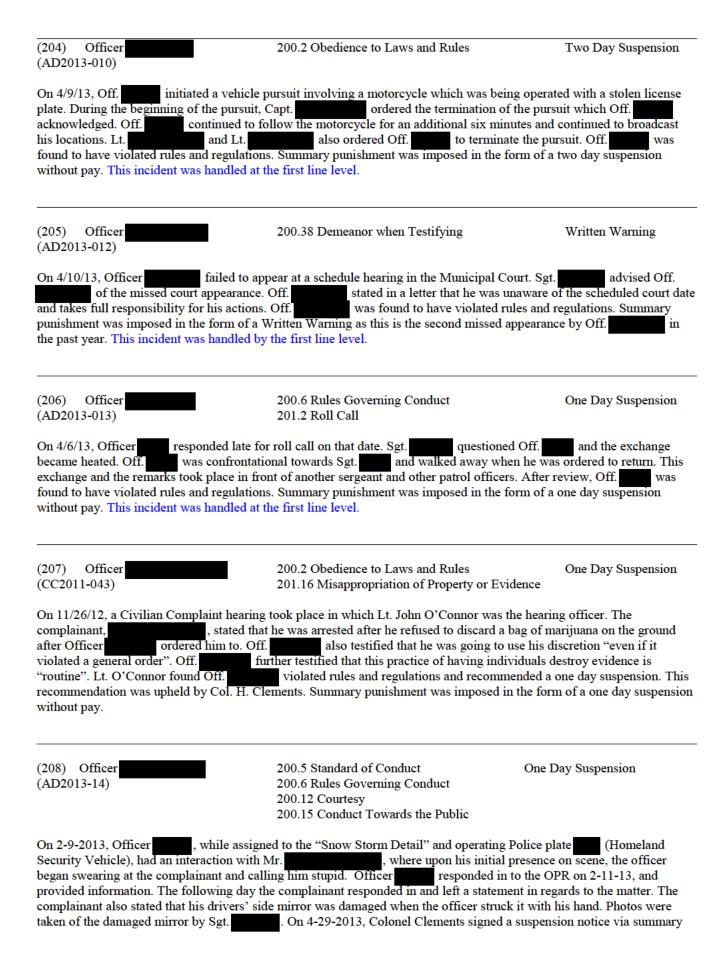


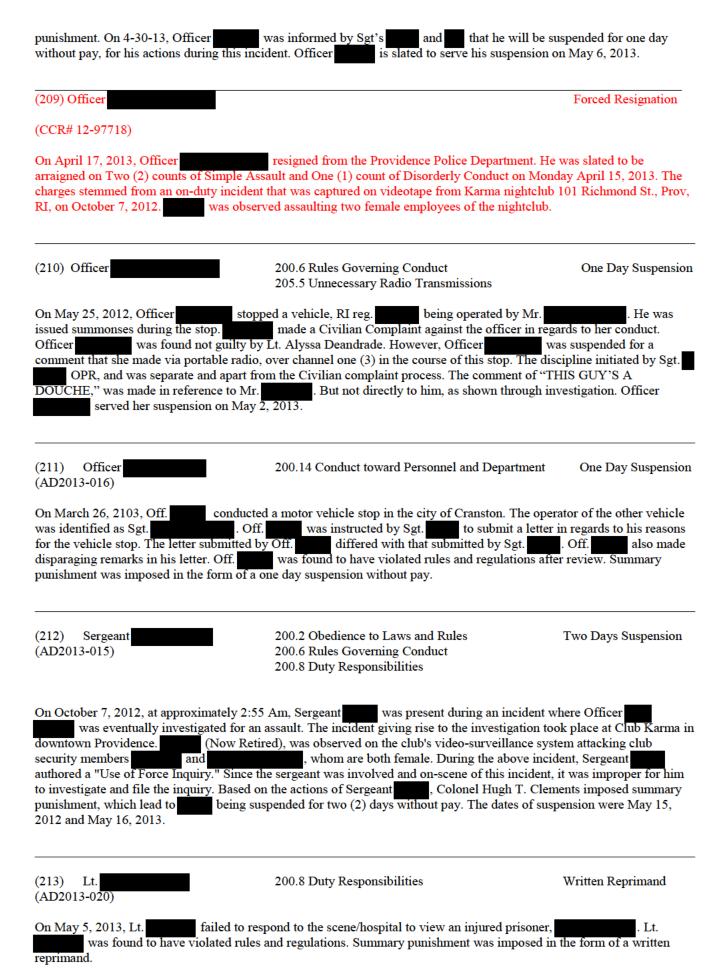


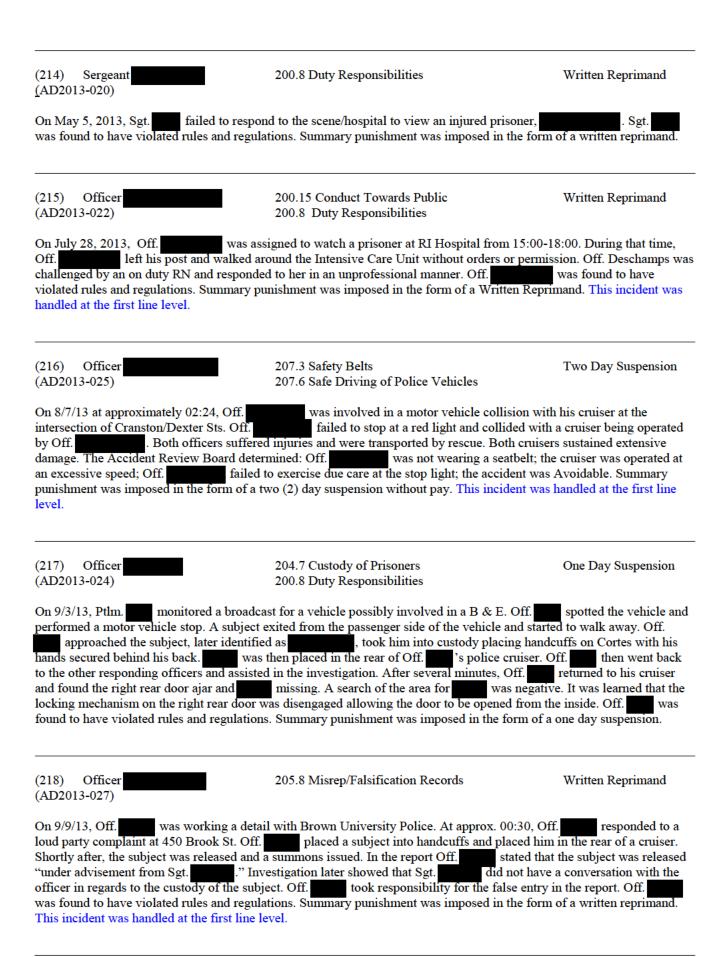


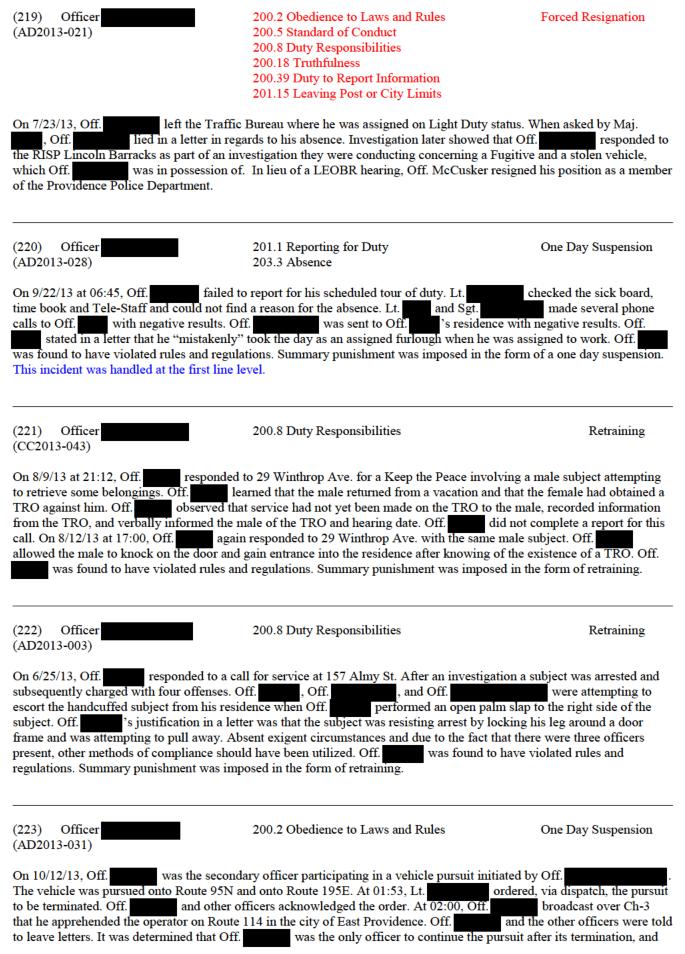
On 5/21/12, Ptlm. failed to report for his 0700-1500 tour of duty. Several attempts were made to locate Ptlm. with negative results. later during the tour, Ptlm. contacted the desk sergeant and told him that he "thought he was on a day off." Major to leave a detailed letter regarding his absence on 5/21/12 and also on 5/18/12. In his letter dated 5/23/12, Ptlm. admitted, "I have no excuse for being absent without leave on Monday May 21, 2012." On 5/31/12, Ptlm. was found to have violated rules and regulations, specifically Reporting for Duty and Absence, and was issued summary punishment in the form of a one day suspension without pay. The suspension was served on 6/1/12. This incident was handled at the first line level.

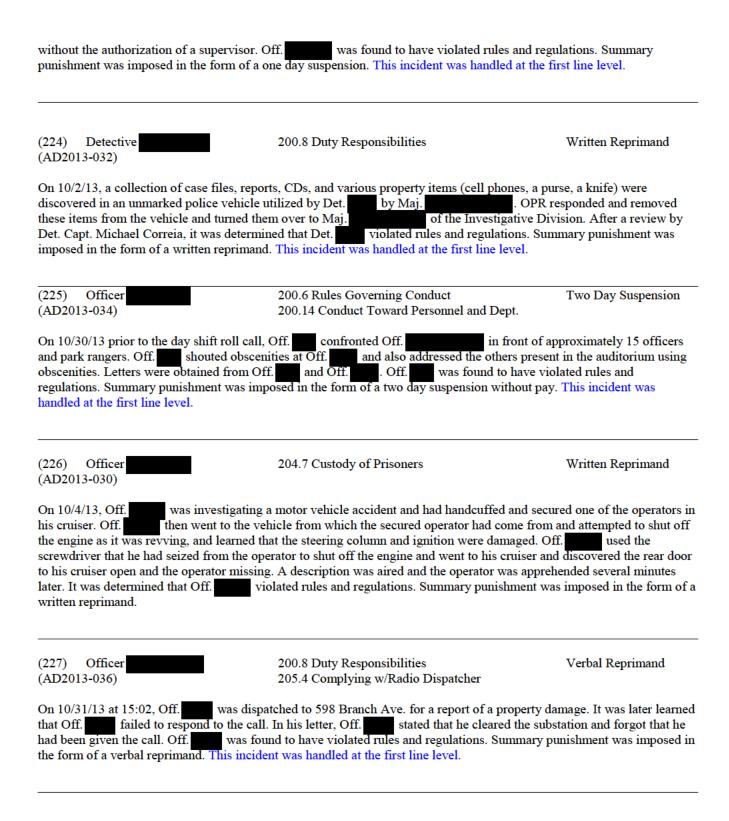


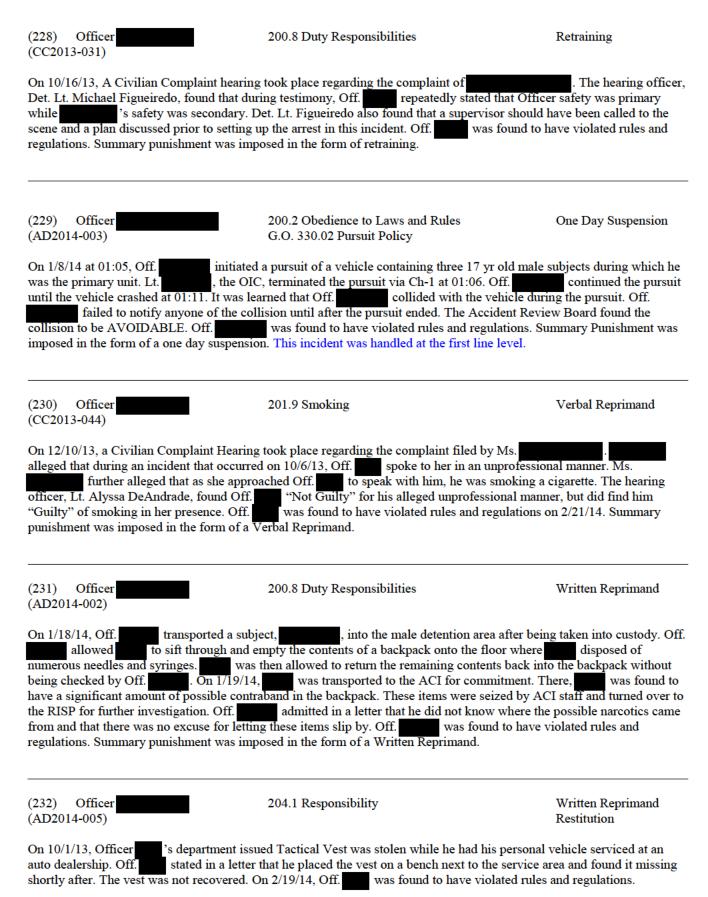


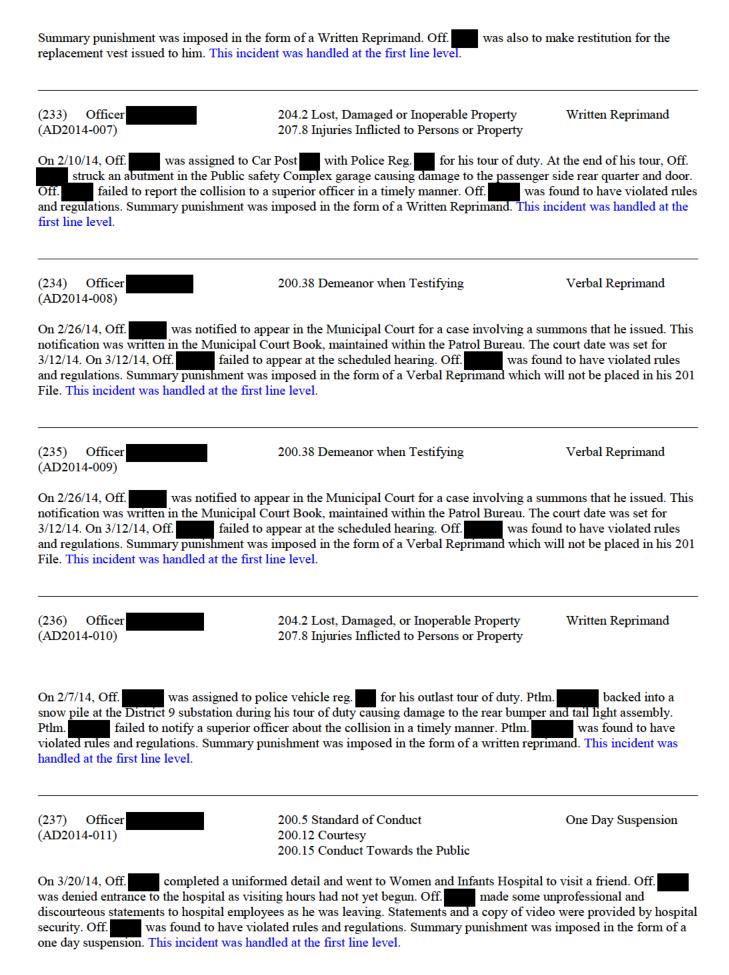


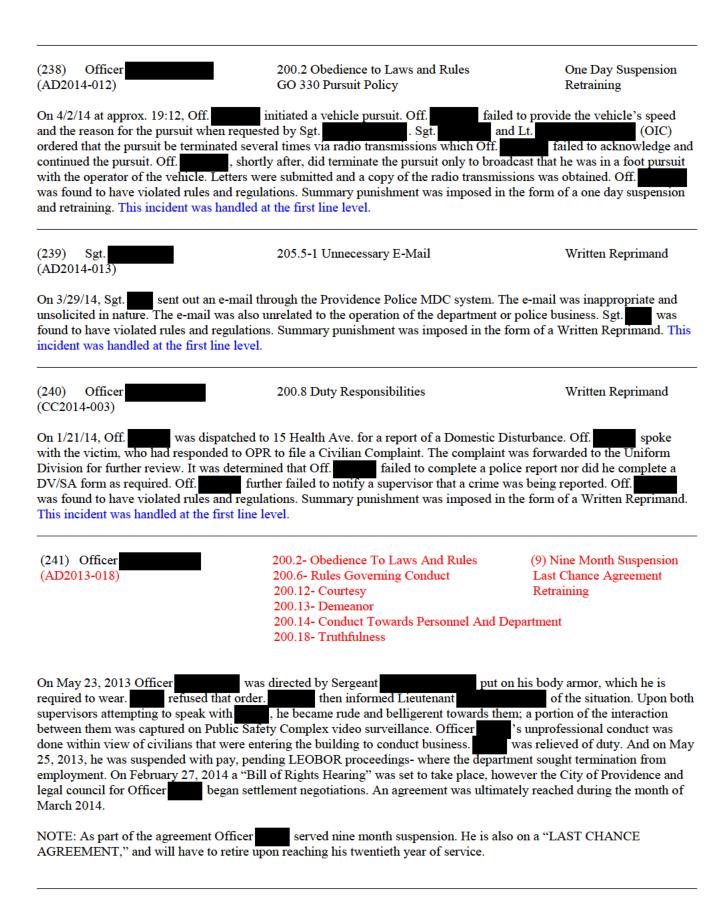


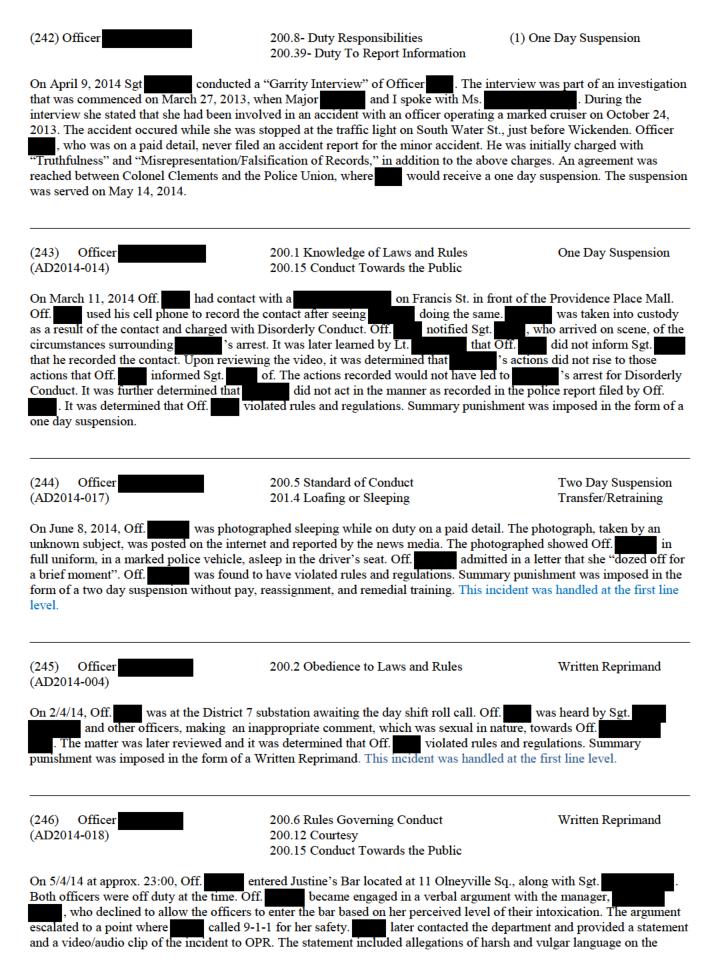


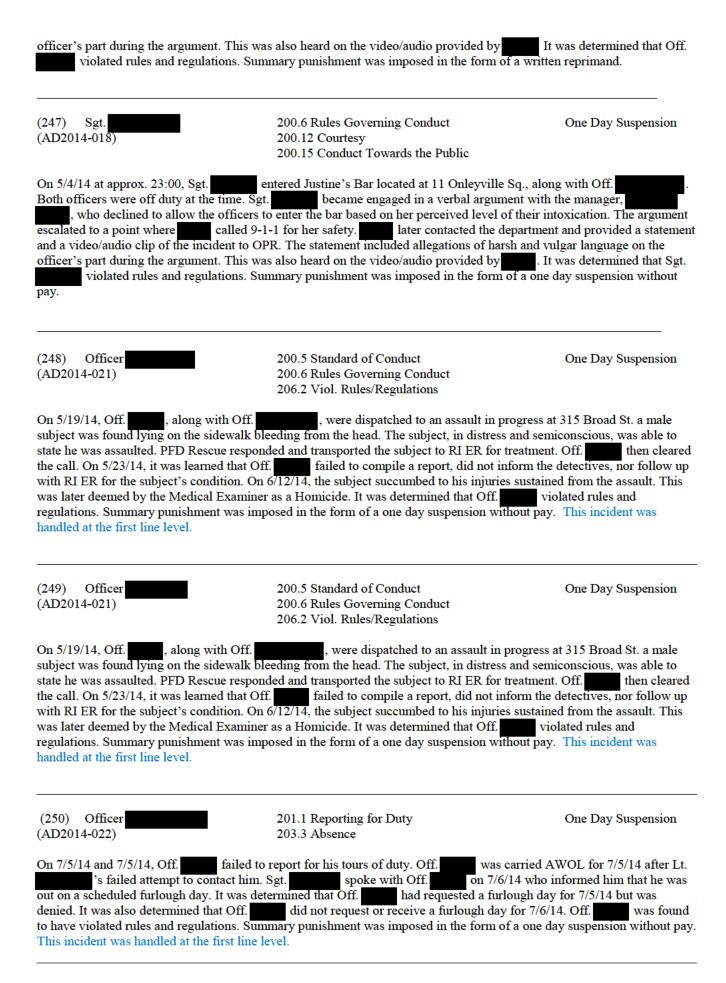


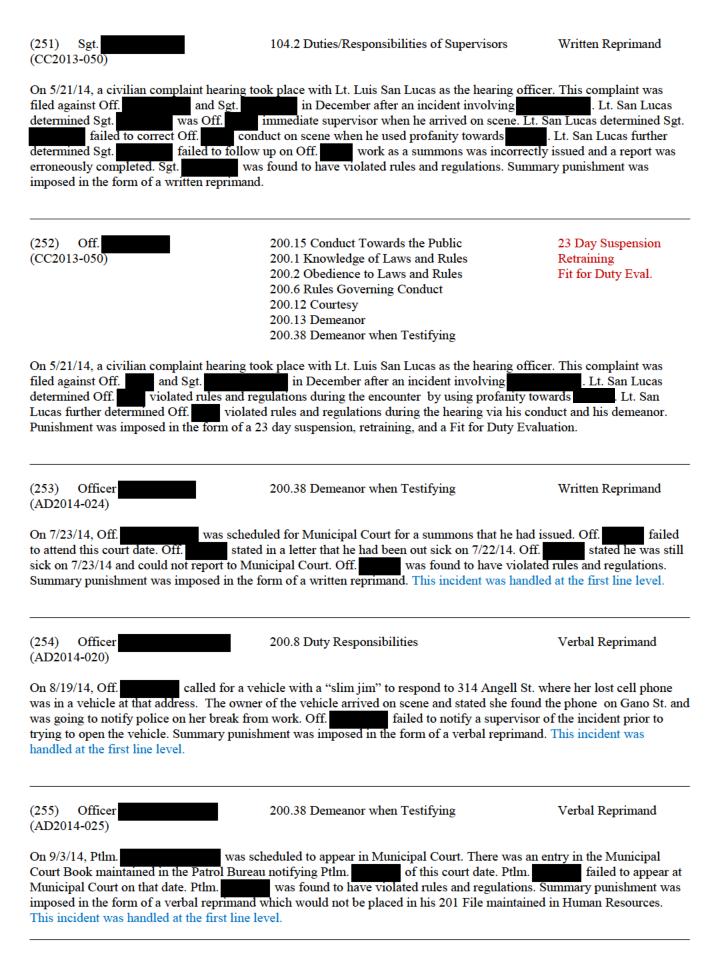


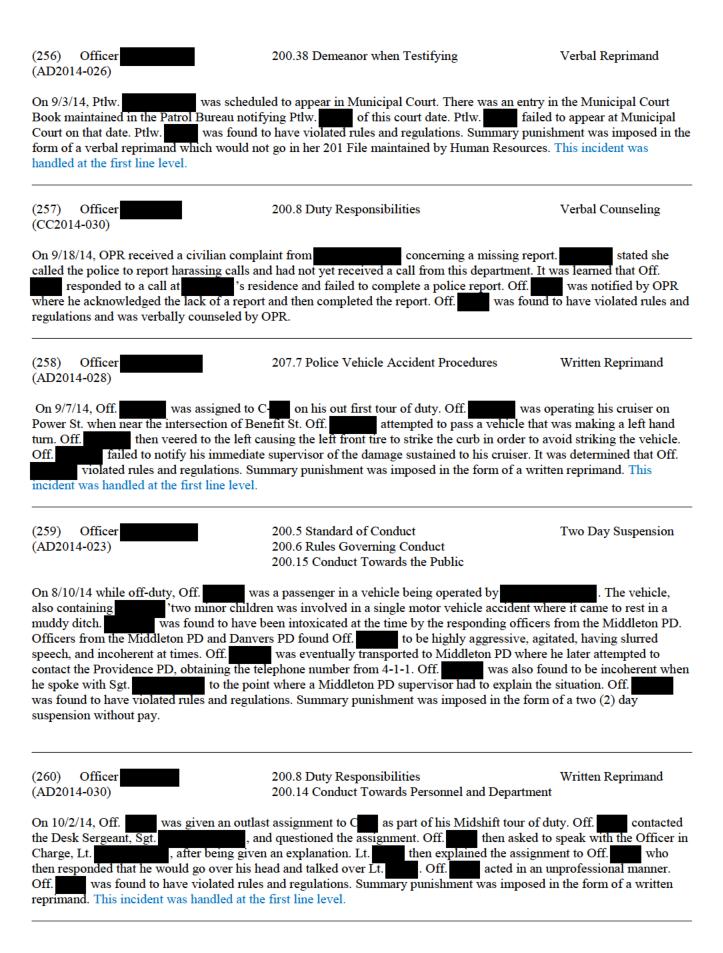


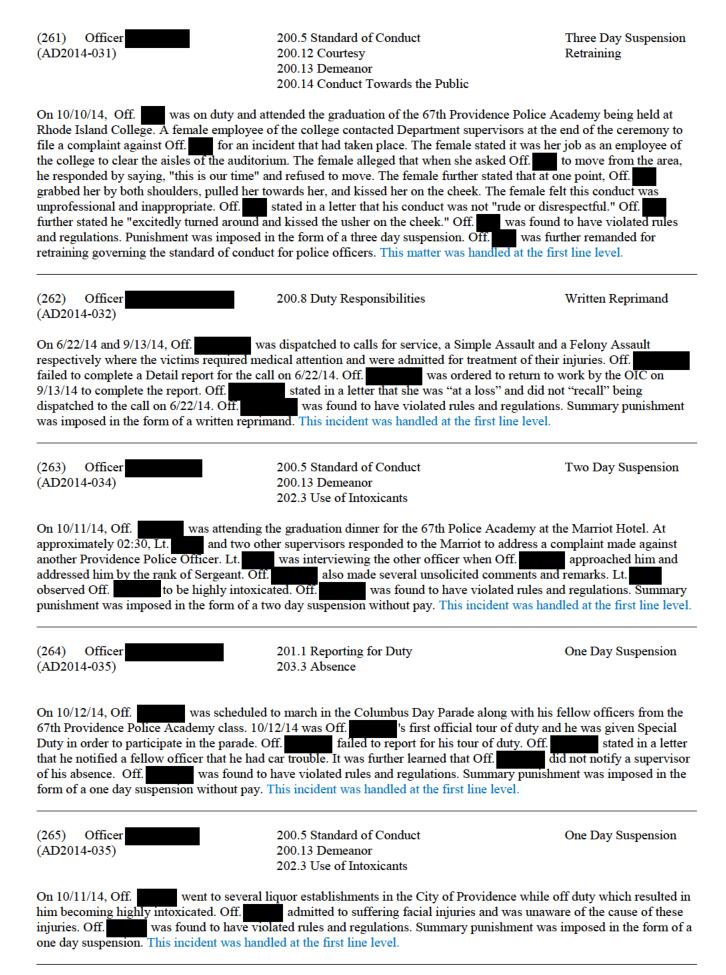


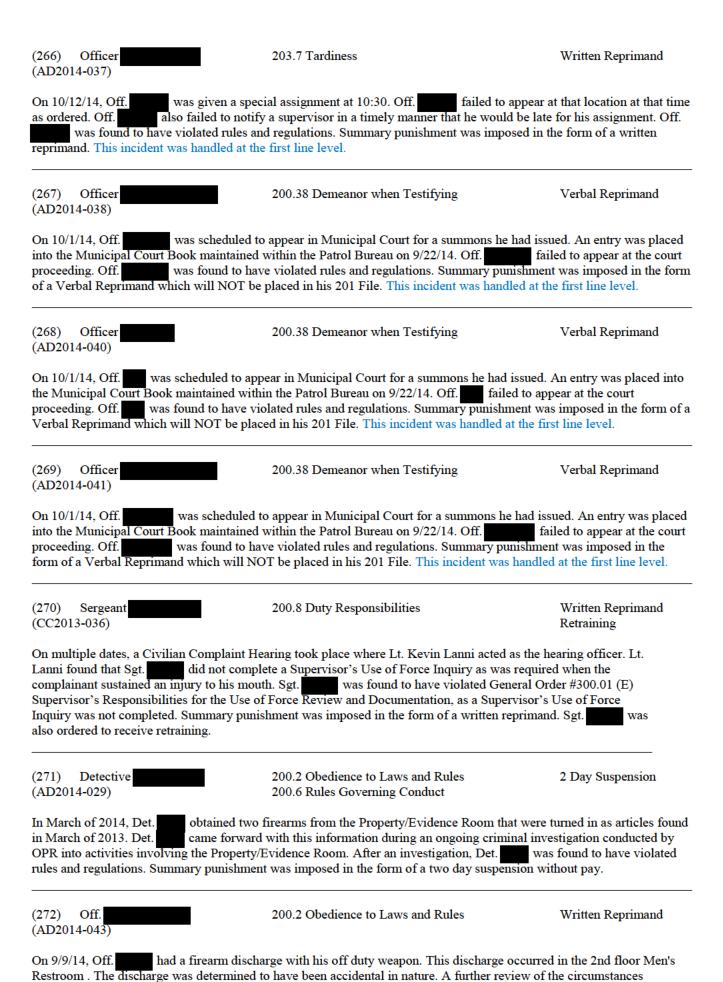


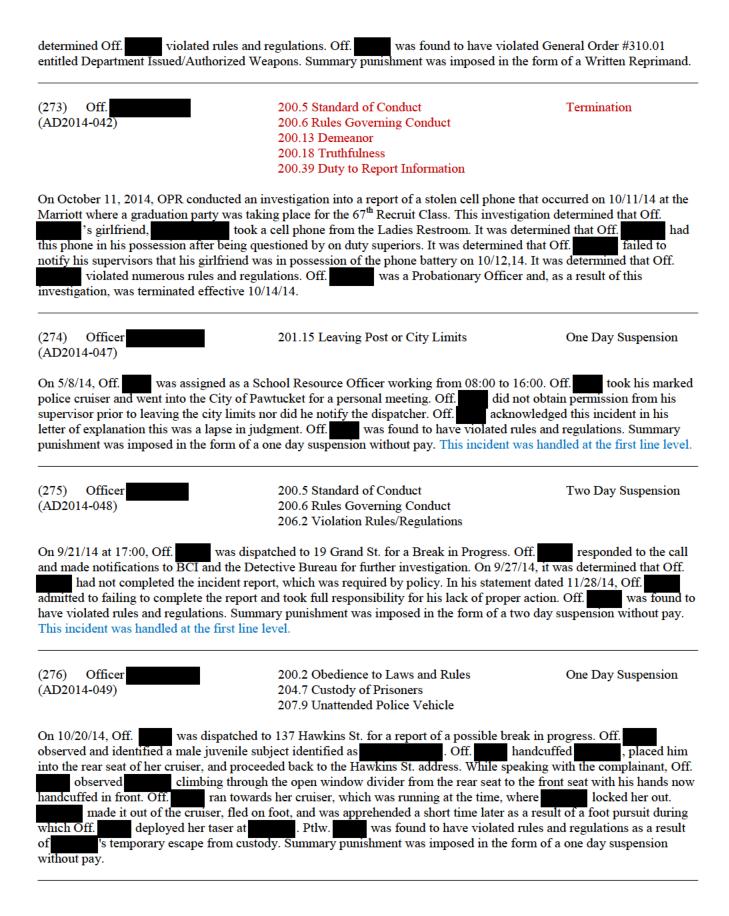


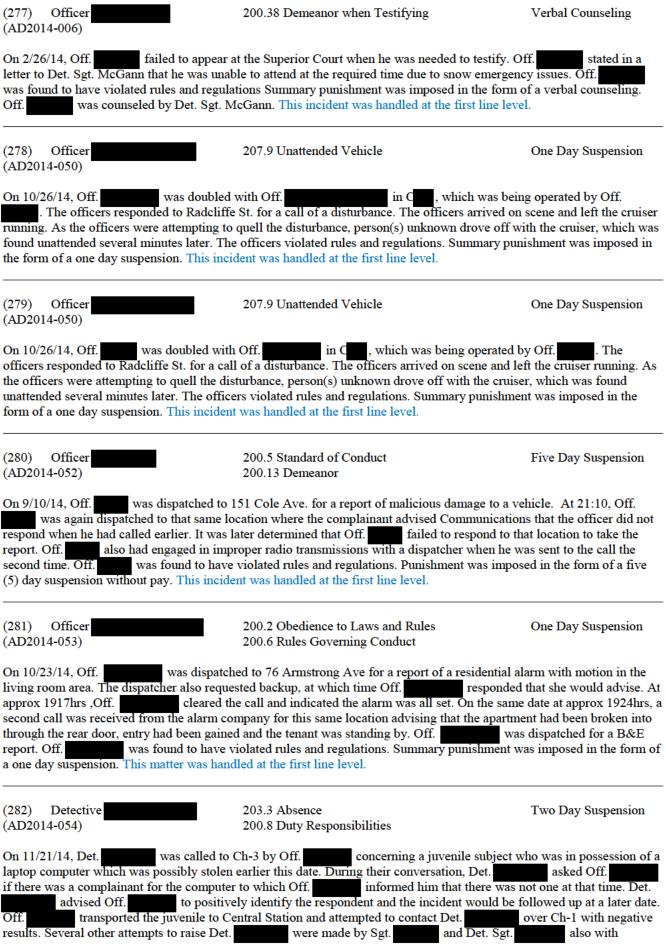


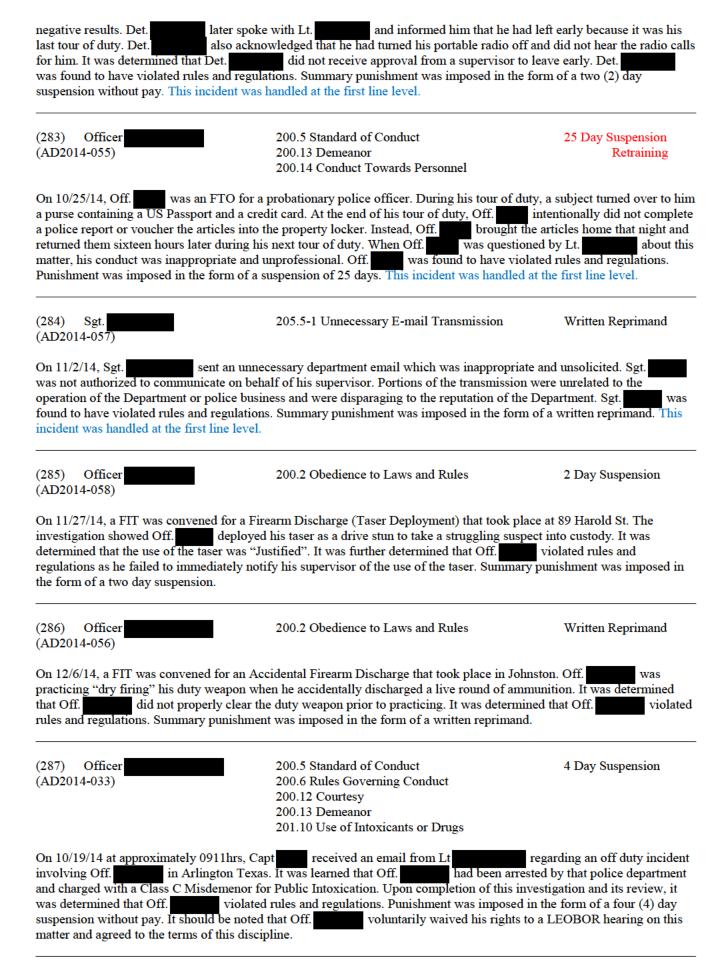




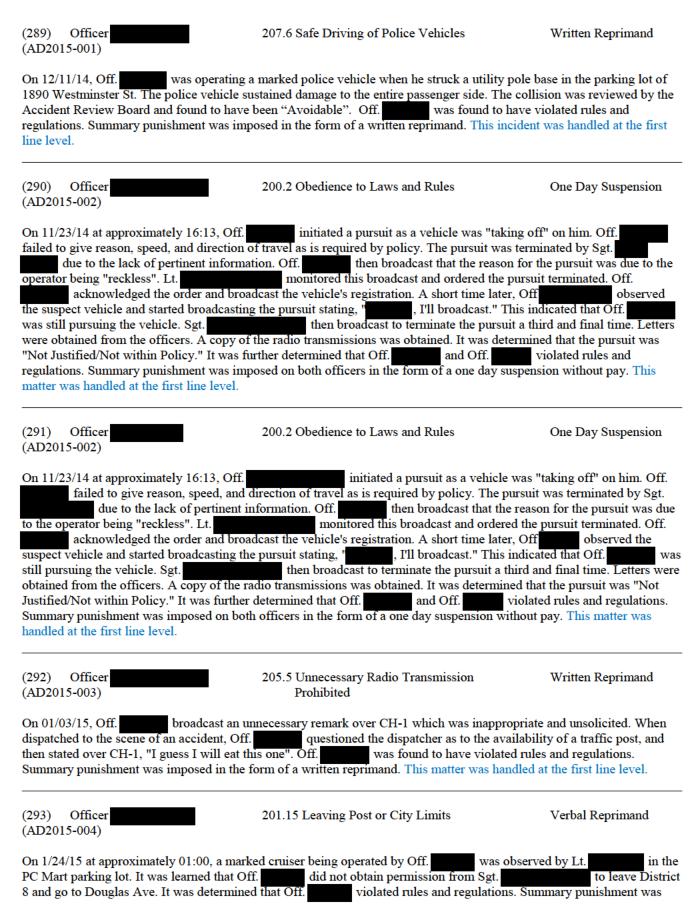






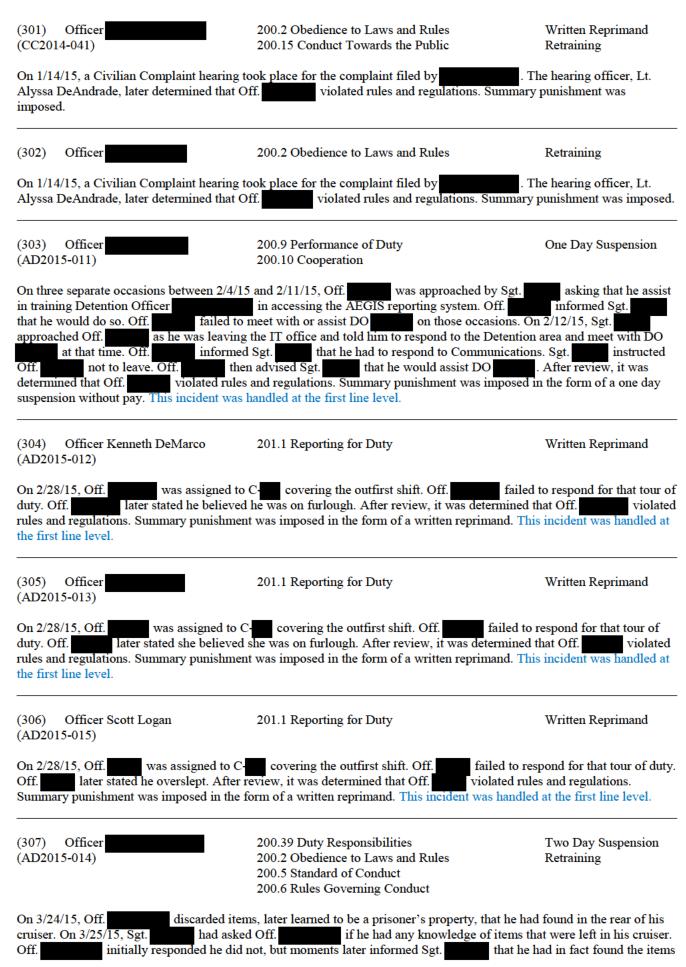


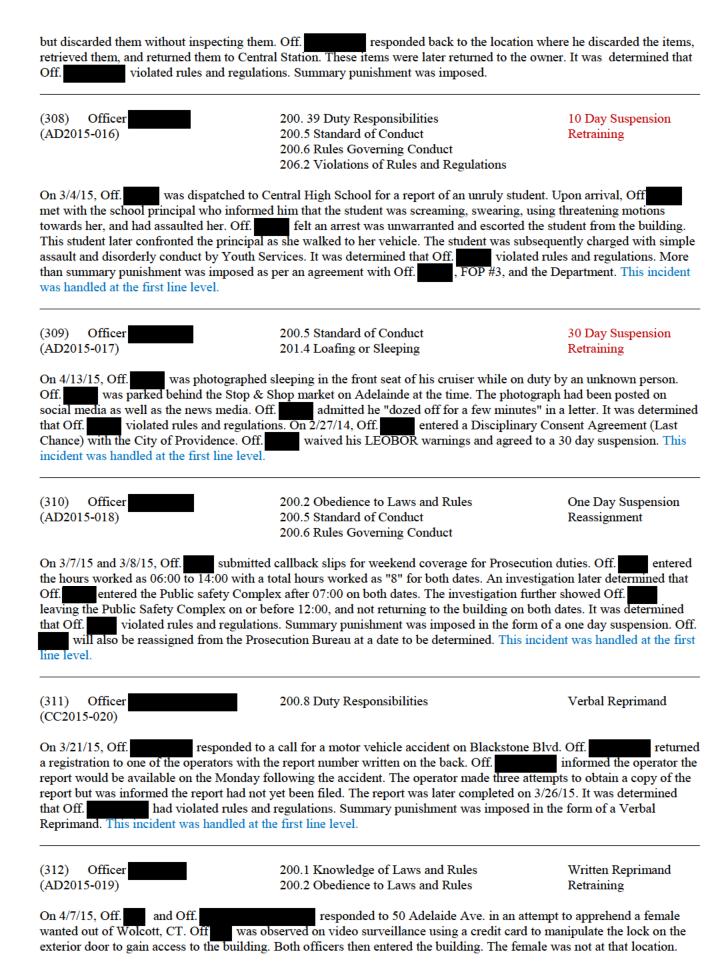
On 11/6/14, Off. was operating police registration #49 when she was involved in a collision on Broadway. The collision occurred as Off. struck the other vehicle from the rear as it was stopped at the Rte. 10 underpass on Broadway. A review of the collision by the Accident Review Board determined the collision to be AVOIDABLE. Off. was found to have violated rules and regulations. Summary punishment was imposed in the form of a Written Reprimand. This incident was handled at the first line level.

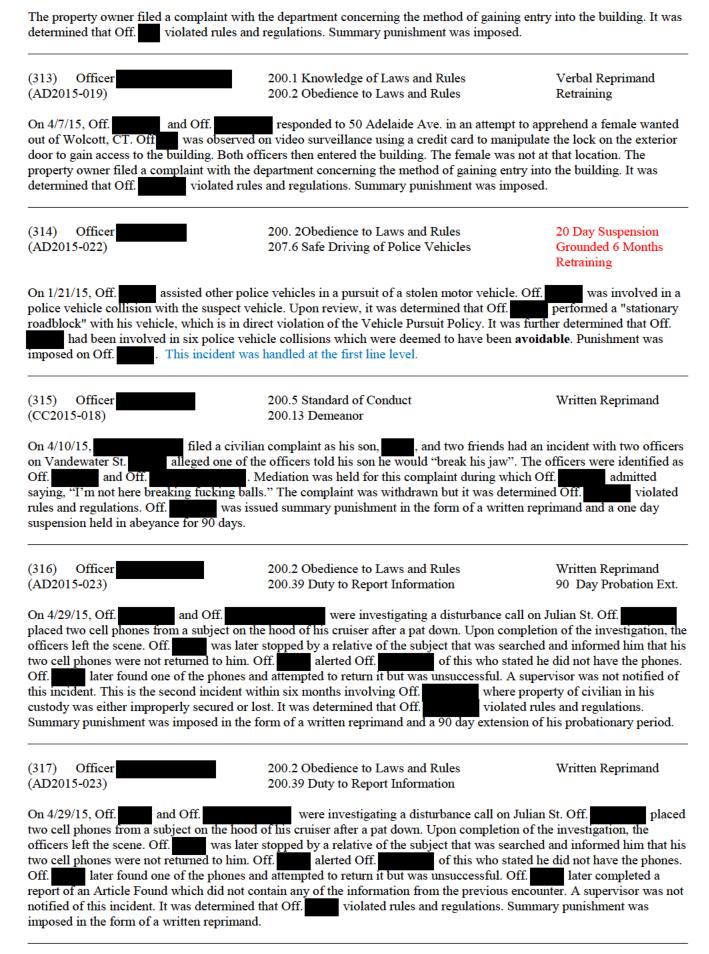


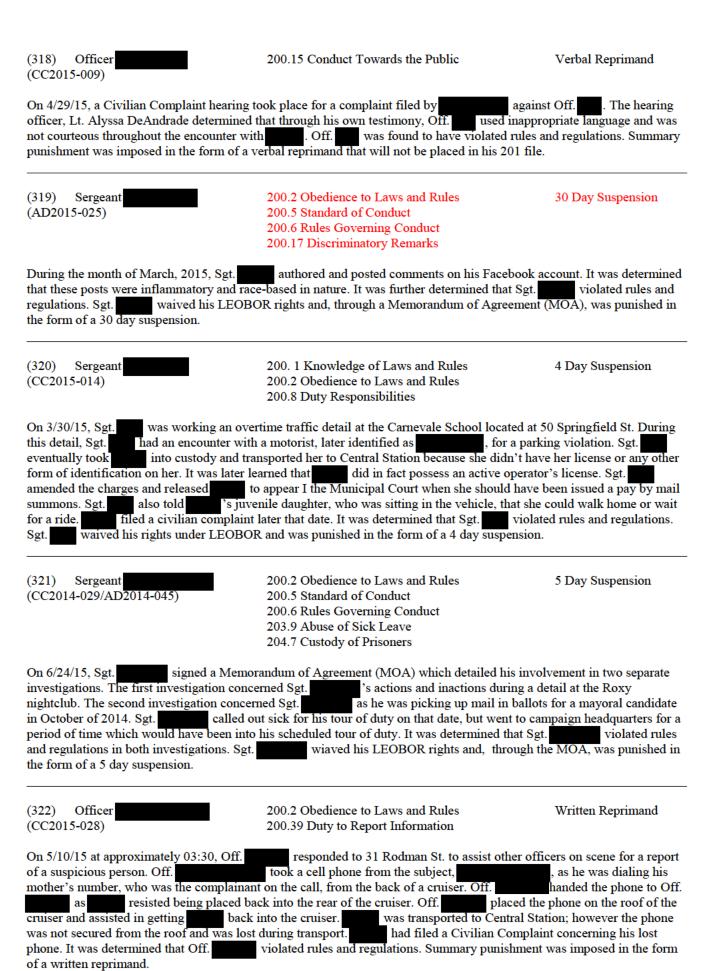
level. GO #37 Series of 1995 (294)Written Reprimand Sgt. (AD 2015-006), assigned as the Desk Sergeant, responded to the Detention area where he visually inspected a On 10/30/14, Sgt. prisoner for apparent symptoms of injury or illness. The prisoner had sustained a severe back injury prior to his arrest. Sgt. failed to provide basic medical attention to the prisoner in custody. It was determined that Sgt. and regulations. Summary punishment was imposed in the form of a Written Reprimand. This incident was handled at the first line level. Verbal Reprimand (295)Sgt. 105.7 Duties of the Sergeant (AD2015-008) On 12/21/14, two probationary officers contacted Sgt. regarding a Domestic Felony assault that occurred at 204 Calla failed to respond to the scene and take charge of the investigation. Sgt. further failed to ascertain if the weapons used in the assault were seized by the officers. Sgt. was found to have violated rules and regulations. Summary punishment was imposed in the form of a verbal reprimand which will not go into Sgt. This incident was handled at the first line level. (296)Officer 200.19 Divulging Information One Day Suspension (AD2015-005) On 2/2/15, OPR conducted an investigation into an allegation that Off. provided NCIC/Local information of subjects that he had run. Off. admitted in a letter to the allegation. Off. was found to have violated rules and regulations. Summary punishment was imposed in the form of a one day suspension. Officer (297)200.2 Obedience to Laws and Rules Verbal Reprimand On 2/20/15, Off. placed her firearm in an unsecured weapons box located outside of the Detention area. The firearm was discovered in the unsecured box later that date by another officer. Off. failed to secure her firearm safely and responsibly. Off. was found to have violated rules and regulations. Summary punishment was imposed in the form of a Verbal Reprimand. This incident was handled at the first line level. (298)Sergeant 200.2 Obedience to Laws and Rules One Day Suspension (CC2014-031) 200.8 Duty Responsibilities Written Reprimand Retraining On 11/13/14, a Civilian Complaint hearing took place for the complaint filed by . The hearing officer, Lt. Luis San Lucas, later determined that Sgt. violated rules and regulations. Summary punishment was imposed. Written Reprimand (299)Officer 200.8 Duty Responsibilities (CC2014-031) Retraining On 11/13/14, a Civilian Complaint hearing took place for the complaint filed by . The hearing officer, Lt. Luis San Lucas, later determined that Off. violated rules and regulations. Summary punishment was imposed. (300)Officer 200.8 Duty Responsibilities Retraining On 11/13/14, a Civilian Complaint hearing took place for the complaint filed by . The hearing officer, Lt. Luis San Lucas, later determined that Off. violated rules and regulations. Summary punishment was imposed.

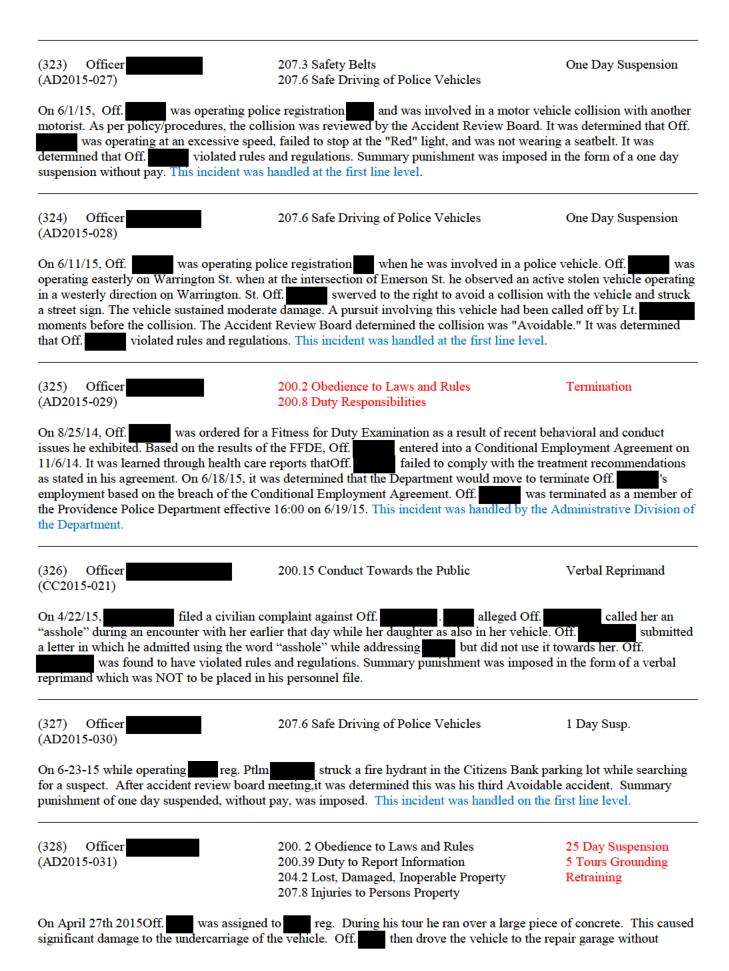
imposed in the form of a verbal reprimand which would not go into his 201 File. This incident was handled at the first line

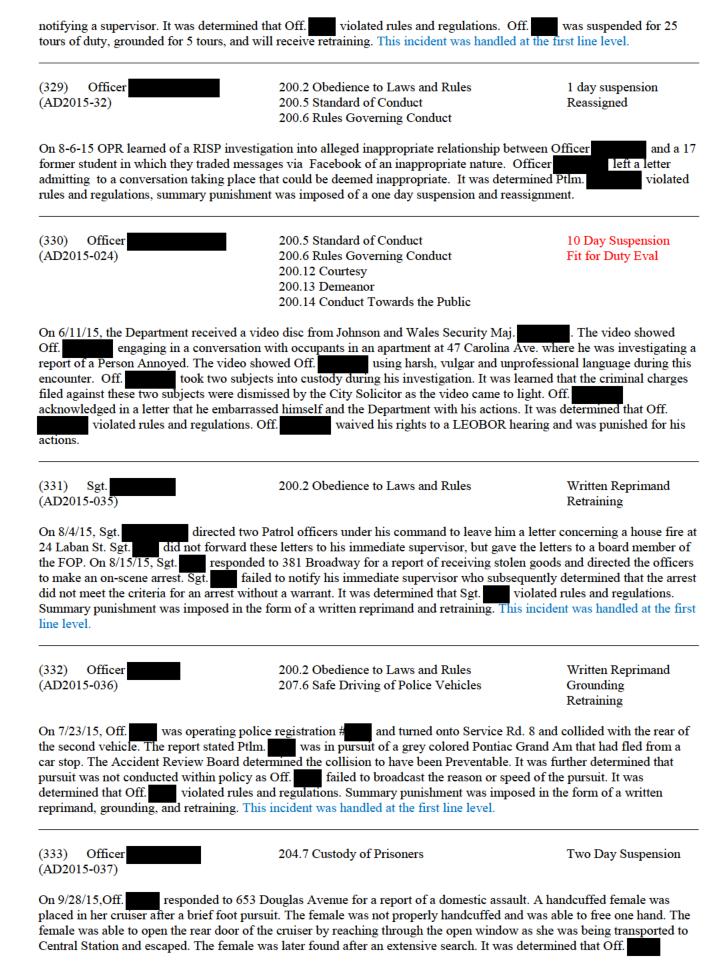




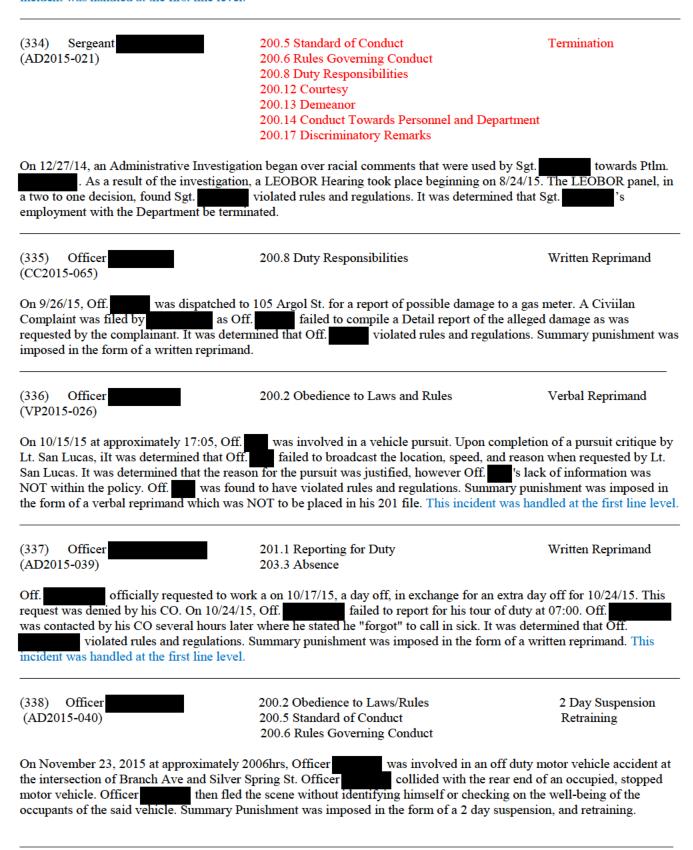


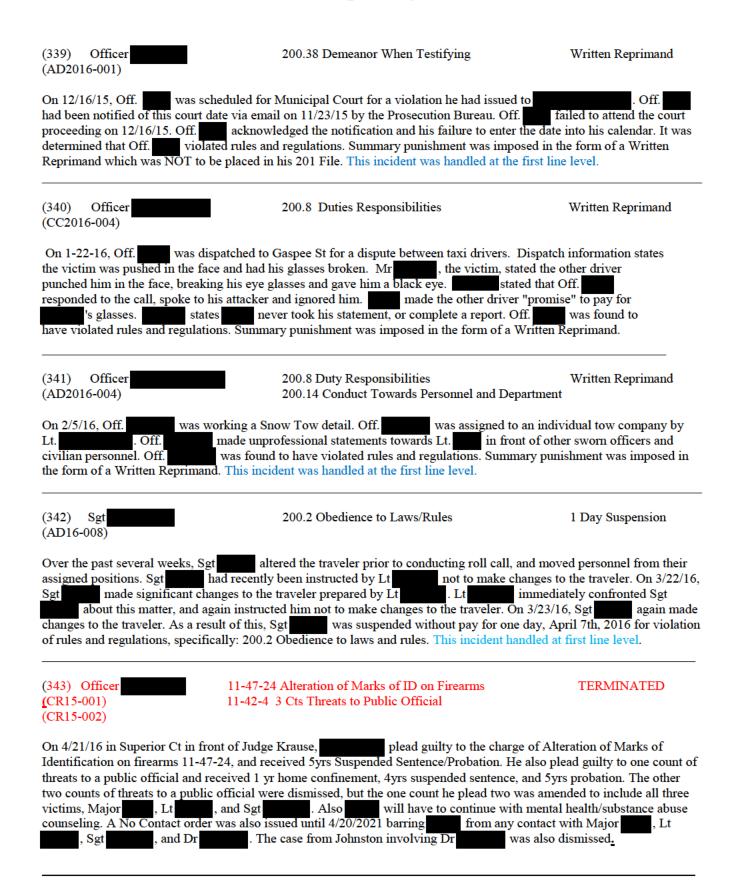






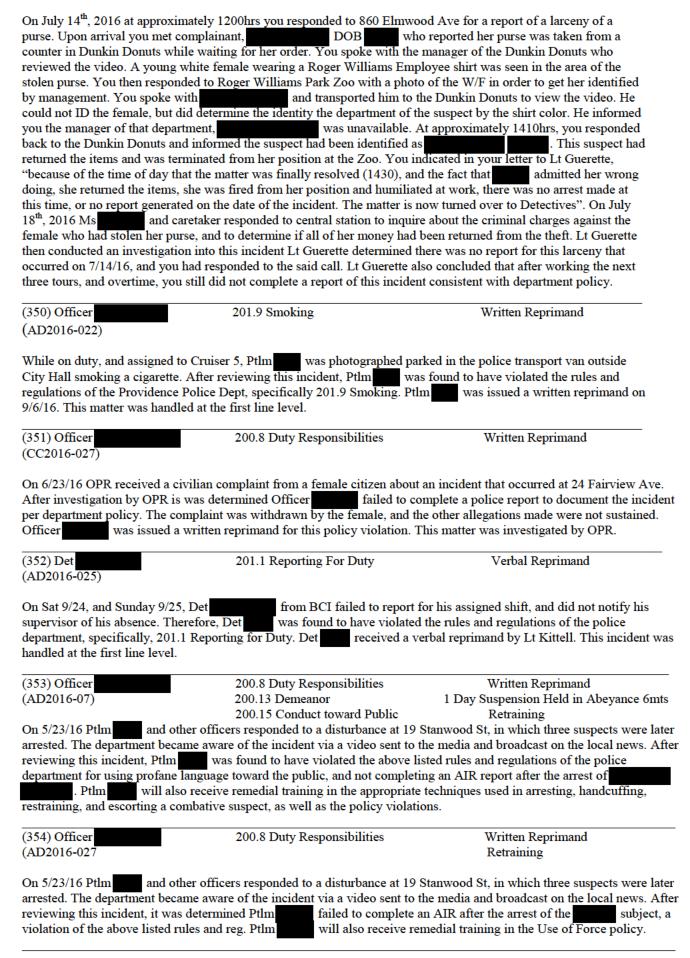
violated rules and regulations. Summary punishment was imposed in the form of a two day suspension without pay. This incident was handled at the first line level.





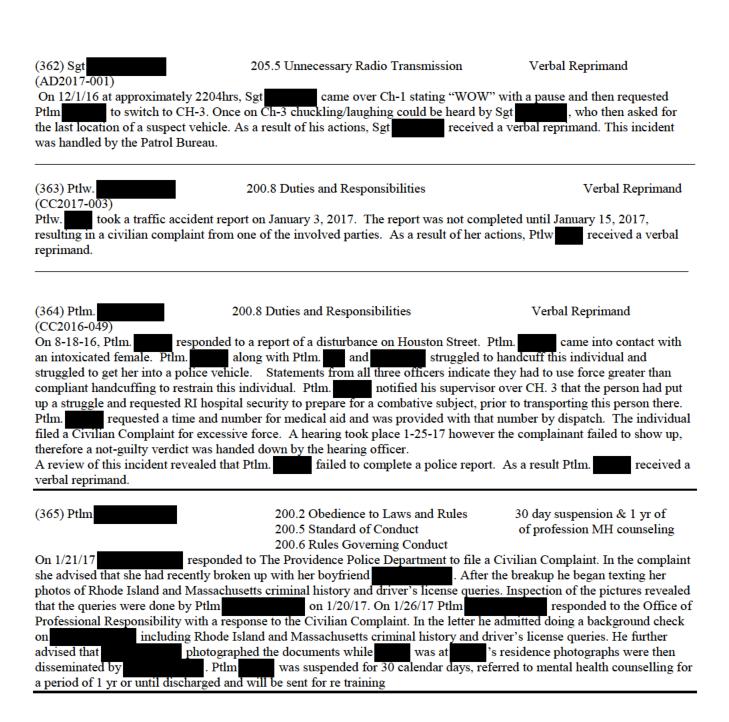
200.2 Obedience Laws/Rules 200.8 Duty Responsibilities

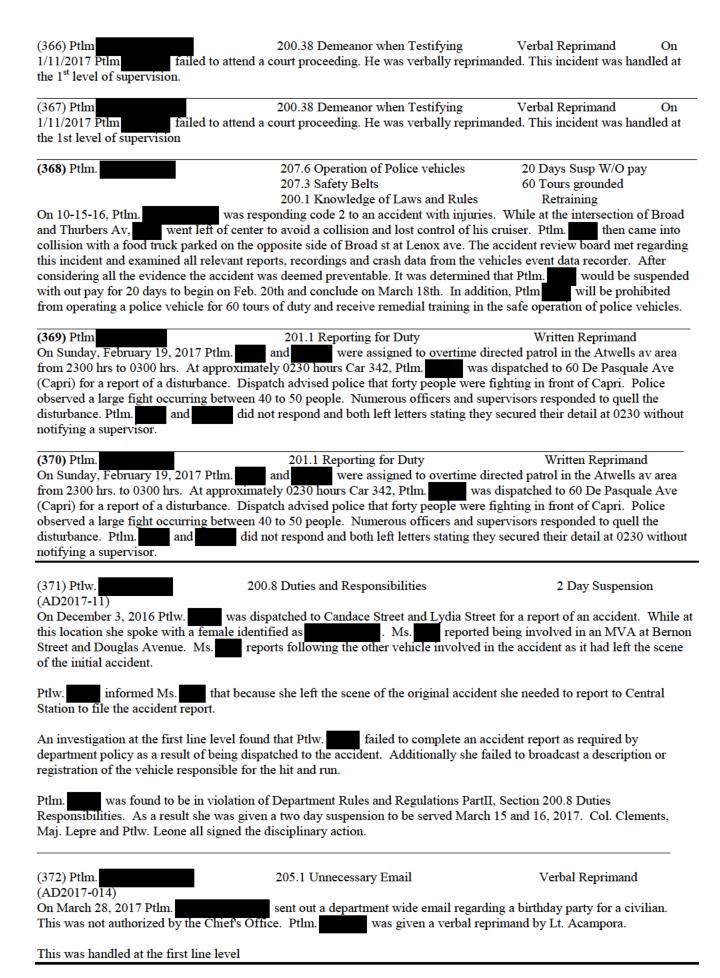
(AD-2016-019)



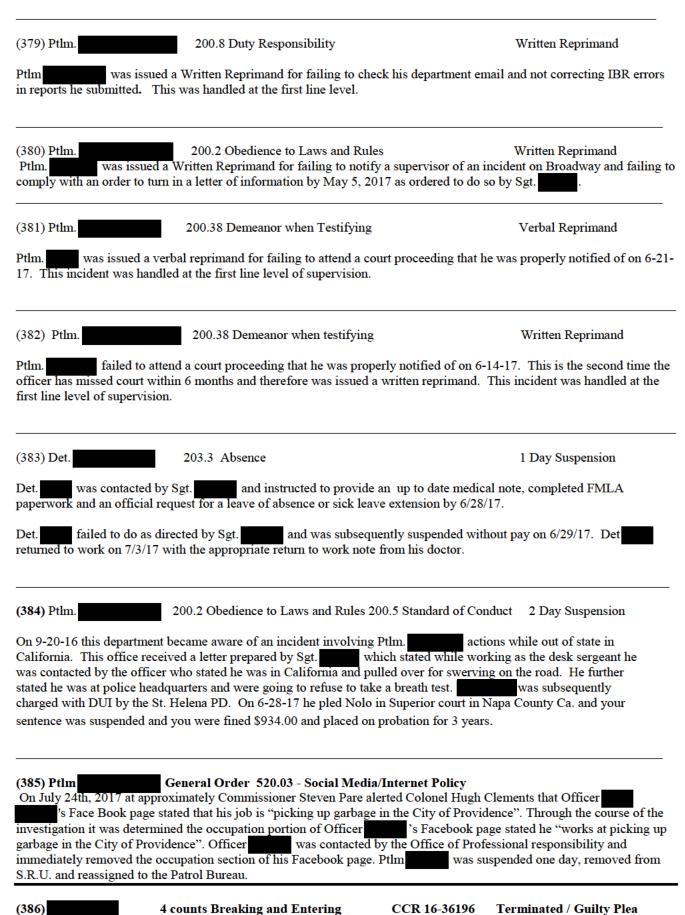
(355) Officer (AD2016-027)	200.12 Courtesy	Verbal Reprimand Retraining
arrested. The department became reviewing this incident, it was de language toward the public. Ptln		and broadcast on the local news. After s/regulation for using inappropriate nedial training in the appropriate
(356) Officer (CC2016-048)	200.1 Knowledge of Laws and Rules 200.2 Obedience to Laws and Rules 200.5 Standard of Conduct 200.6 Rules Governing Conduct	1 Day Suspension
Officer for verbal confrontation	vilian who made a verbal complaint over the phone that occurred at the Cadillac Lounge on 9/28/16. Af lated the above listed rules and regulations. He recei	ter further investigation, Officer
(357) Officer (VP2016-027)	200.2 Obedience to Laws and Rules	1 Day Suspension
collision at the intersection of K Ch-1. At no point during the pur determined Ptlm had viola	fact, Ptlm failed to provide a reason for the put it. At this time, Ptlm was not clear in his acknoons of the suspect vehicle. Ptlm then broadca illingly/Greenville Ave in Johnston. Capt against was the siren activated. A critique was prepared ated the Dept Vehicle Policy 330.02. As a result of the siren activated in the provided in	arsuit which is required by Dept Policy, nowledgement to abort the pursuit, and ast the said vehicle was involved in a in ordered you to break off pursuit over I by the OIC Lt Aspinall, who
(358) Officer (AD 2016-030)	200.38 Demeanor When Testifying	Verbal Reprimand
	d to attend court proceedings for which he was proposes, 200.38 Demeanor When Testifying, and received	
(359) Officer (AD2016-031)	207.6 Safe Driving of Police Vehicles	Written Reprimand/Retraining 4 Tours Grounded
the Accident Review Board who	nvolved in a police vehicle accident with another polydetermined the collision was Preventable. Based or lations, specifically Section 207.6 Safe Driving of Polyden	n this finding, Ptlm was found to
(360)Officer (CC2016-050)	200.15 Conduct Toward Public	Verbal Reprimand
	complaint to OPR regarding the conduct of Officer ording of the brief interaction between herself and O ontact with OPR, Officer received a Verbal	at a call at 164 Babcock St. Officer Although the I Reprimand for his conduct.
(361) Officer (AD2016-033)	200.9 Performance of Duty 200.6 Rules Governing Conduct	4 Days Suspension
subject with mental health issues	s. Both the OIC and District Sgt came over CH-1 in swer. The dispatcher also attempted to reach him on	

On 10/4/16 at approx 0500hrs the dispatcher attempted to assign Ptlm	of a SP knocking on doors and	
screaming. There was no acknowledgment from Ptlm for this call. Again both to	the OIC and District Sgt came	
over police radio in an attempt to have him respond for this call, but received no response	from him. At approx 0512hrs,	
Ptlm responded over Ch-1. On both of these dates, Ptlm	promptly acknowledge the	
dispatcher, OIC and District Sgt who were all trying to contact him. Ptlm	tted in his letter, that he failed to	
monitor, and promptly answer the calls over CH-1. As a result of this, Ptlm	s found to have violated the	
Rules/Regs of the Department and was suspended without pay for four tours of duty, two for each incident.		

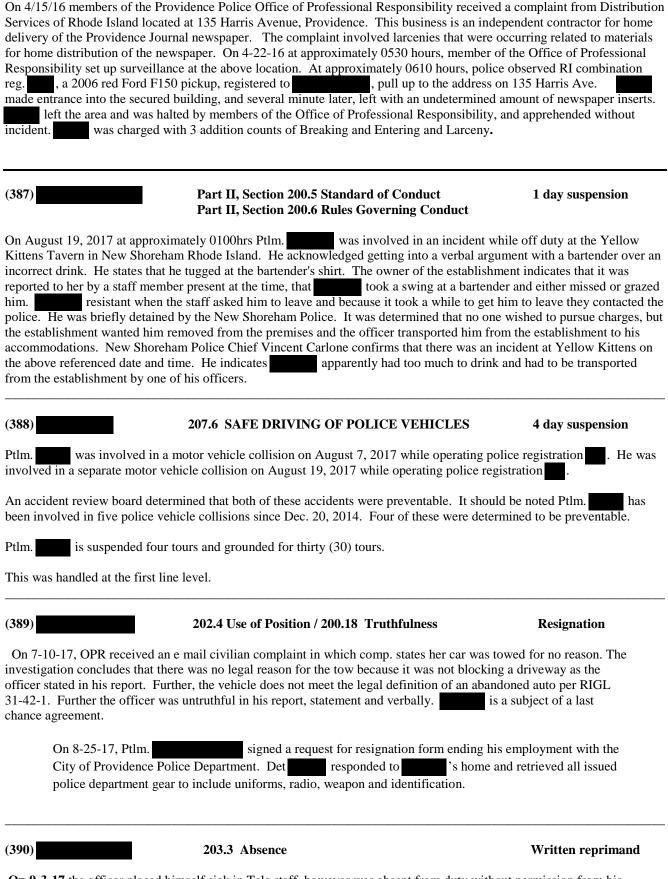




(373) Ptlm. (AD2017-015)	205.1 Unnecessary Email	Verbal Reprimand
·	department wide email regarding the birth of ano was given a verbal reprimand by Lt. Guerette	
This was handled at the first line level.		
(374)Ptlm On 3/18 Ptlm was observed smoking suspension was imposed 4/4/17	201.9 Smoking in full view of the public while on a detail by Co	1 Day Suspension ommander . A 1 day
nvolved in a physical relationship with a warravel from the office where you are assign admitted that you would occasionally do the	Office of Professional Responsibility in which you common who resides outside of the city of Provide ed in Warwick to her residence utilizing your depits during your tour of duty while on your lunch be exact number of times that this happened you estable to the professional responsibility.	nce. You admitted that would partment issued vehicle. You break. You further admitted timated that it happened
(376) Ptlm. (AD2017-021) On 4-5-17 Ptlm. failed to responshis discipline was handled at the first line in	200.38 Demeanor when Testifying and to a court appearance in Municipal Court and level of supervision.	Verbal reprimand was given a verbal reprimand,
(377) Ptlm.	200.05 Standard of Conduct 200.06 Rules Governing Conduct	1 Day Suspension
On April 2, 2017 at approximately 0125hrs Bass and a subject identified as their hands raised and were in a fighting sta Almost simultaneously, the two of them lue attempting to grab hold of him. The two of Ptlm. Ptlm. appears to be attem After the two of them eventually get up, while on duty uniformed officers begin to a	squaring off in the driveway of the Hampton ance, Mr. is back peddling and Ptlm. is attempting to the fthem are observed wrestling to the ground when the pting to restrain to the ground when begin to fight and Ptlm.	Inn Hotel. Both subjects have is advancing toward him. nrow a punch and Ptlm.
When questioned on scene by Lt. San Luca ncident. A supervisor on scene reported P		_
(378) Ptlw.	200.8 Duty Responsibility 200.9 Performance of Duty	Written Reprimand
notor vehicle parked in the Central Parking	tched to 233 Weybossett Street for a report of lar g Garage. In completing her field report, she fail ould have been useful in solving this or related cr	led to document that there was
surveillance available however she neglected attempted to contact the complainant he foul ultimately Lt. San Lucas himself had to follower the ports where Ptlw.	llow up on this report and supplement the report. substandard reports, CCR 17-3569 in which she uspect, and 17-034506 in which she towed an A	rmore when Lt. San Lucas e number incorrectly. Lt. San Lucas cites two other put only minimal information



Terminated / Gunty Free



On 9-3-17 the officer placed himself sick in Tele staff however was absent from duty without permission from his commanding officer.

(391)203.9 Abuse of Sick Time 2 Day Suspension On August 25, 2017 Ptlm. called out sick for his assigned day shift. It was later discovered that he did not have enough time accrued in his sick bank to take a sick day. Ptlm. has shown a pattern of abusing your sick time and the sick leave policy, as well as other department policies. Below are examples: After reviewing this incident, Col. Clements finds Ptlm. in violation of department rules and regulations, specifically: 203.9 ABUSE OF SICK LEAVE: Due to ongoing issues involving adherence to policy, summary punishment was imposed to include two (2) days suspension, department approved counseling and retraining. (392)200.38 Demeanor when Testifying Written Reprimand On September 20th 2017 Ptlm. failed to attend a court proceeding for which he was properly notified. He was found to be in violation of Department Rules and Regulations, specifically Part II, Section 200.38 Demeanor when testifying. He was served a written reprimand. He had previously received a verbal reprimand for the same type of infraction in June of 2017. This was handled at the first line level. 200.5 Standard of Conduct Verbal Reprimand On 9-20-17 Ptlw former landlord contacted OPR and stated she moved out on 9-13-17 owing him did admit to these facts and was verbally reprimanded as to standard of conduct. two months' rent. (394)200.5 Standard of Conduct Two (2) Day Suspension 200.6 Rules Governing Conduct **Probation Extension** Retraining, Counseling On September 16, 2017 Ptlm. , while off-duty attended a wedding. By his own admission he became intoxicated to the point where the staff and his G/F cut him off from the bar. He at one point became beligerant swearing at staff members at the venue. He was suspended two days, had his probation extended and additional six (6) months, was ordered to attend department approved counseling and retraining. (395)200.38 Demeanor when Testifying Verbal Reprimand On October 4, 2017 Ptlm. failed to appear for Municipal Court after being properly notified. He received a verbal reprimand. (396)200.1 Knowledge of laws and rules Written Reprimand used two furlough days that were not in his bank (10/26/17 & 10/28/17) and was docked two days pay due to the fact that he exhausted all his furlough time. This is considered an unauthorized leave and is a violation of City of

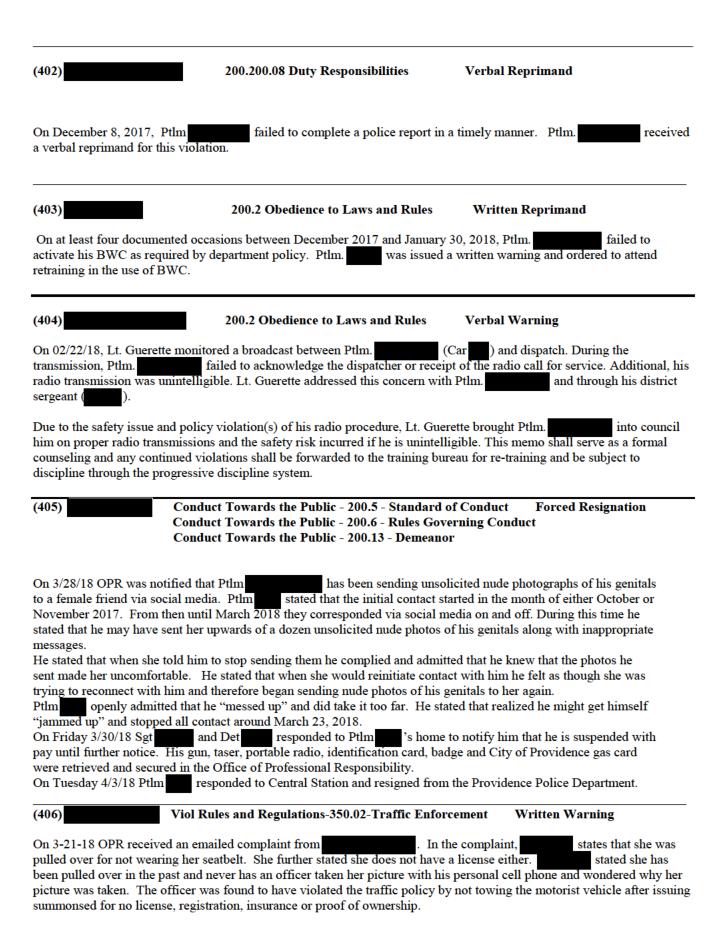
Providence Policy. Colonel Clements imposed summary punishment of a written reprimand.

(397)	200.8 Duty Responsibilities	Verbal Warning
	failed to approve AIR reports for personnel under his super with him. Lt. Guerette issued him a verbal warning.	rvision. This is the second time the
(398)	200.2 Obedience to Laws and Rules	1 Day Suspension
It was discovered that Ptln transported in his patrol ve without pay for these viola	chicle. He did not notify dispatch or his Sergeant. Colonel	
(399)	200.1 Knowledge of Laws and Rules 200.2 Obedience to Laws and Rules 200.8 Duties and Responsibilities	2 day suspension 30 Tours Grounded
the subsequent pursuit dire	initiated a motor vehicle stop which turned into arsuit and his failure to communicate the appropriate informectly violate department policy GO 330.02. Furthermore the Dufault were confusing and lacked necessary information	nation regarding this stop and e police report narrative and
(400)	200.1 Knowledge of Laws and Rules	Written Reprimand
On October 10, 2017 Ptlm furlough time and was sub received a written reprima	sequently docked by the city for failing to have any availab	
	2018	
(401)	200.2 Obedience to Laws and Rules 200.14 Conduct Toward Personnel and Dept. 205.5 Unnecessary Radio Transmission 200.22 Abuse of Position 200.42 Incurring Dept. Liability 201.6 Duty Time Limited to Police Work 200.8 Duty Responsibilities	10 Day Suspension (5 to serve/5 held in abeyance)
1. On August 31, 2 transmissions, Sg out of service and	discipline for a combination of three separate incidents. 017 while others were congratulating Major on his result. made the broadcast 10-8. It was determined that there was no reason to transmit 10-8 at that time. It was forrupted the acknowledgments in an effort to disrespect Major.	or
3. On October 14, 2	furlough time in his bank. 1017 Sgt. arranged for Civilians to be present inside without proper authorization to do so. He used his rank to	

employees to allow for this unauthorized activity.

For these three incidents combined Sgt. received a ten day suspension without pay. Of the ten days five are to be served immediately and five are to be held in abeyance for one year.

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(407)Conduct toward the public- 205.5 Written Warning While blocking the road with another officer seated in their cruisers, a motorists suggested they could park the cruisers in a manner that would not block the road. The officer replied "I could park on your hood if I want to." Further, the officer did not provide his FID numbers upon request. (408)Conduct towards the public- 200.15 Verbal Reprimand While affecting the arrest of a domestic violence suspect, officers were meant be , who shouted at officers, in an attempt to warn them of the suspects EDP status. After the suspect was apprehended, Ptlm. and Ms. engaged in a verbal argument. Sgt. was forced to intercede and ordered Ptlm. to cease his confrontational behavior towards Ms. The incident was captured on Ptlm. body camera and reviewed by the Colonel and Commander. As a result of their findings, Ptlm. will receive a verbal reprimand for his actions. (409)**Duty to Report Information** Verbal Warning Outside Employment became aware that an employee of his company, P & K Landscaping had left a On March 11, 2018 Ptlm. Federal Bureau of Prisons halfway house and was considered an escapee. Ptlm. was in communication with this individual during the time that he was an escapee. An investigation into this matter was conducted by the Office of Professional Responsibility.

Summary of Discipline from January 2003-December 2018

Total Number of Disciplinary Actions

409

Summary Punishment Actions

More than Summary Punishment

301

(Summary Punishment refers to discipline of an officer for 2 days or less without pay. It usually involves a minor violation of department rules and regulations such as rudeness for example. This action may be taken as a result of a complaint filed by a citizen or may involve an internal investigation initiated internally by another officer or supervisor. Any disciplinary action that results in more than a two day suspension without pay entitles the accused officer to a Police Officer's Bill of Rights Hearing under Rhode Island General Laws 42-28.6-1).

<u>Incidents handled at the first-line level</u>	<u>167</u>
2003	(3)
2004	(3)
2005	(6)
2006	(12)
2007	(0)
2008	(3)
2009	(6)
2010	(1)
2011	(8)
2012	(23)
2013	(14)
2014	(40)
2015	(27)
2016	(13)
2017	(23)
2018	(4)

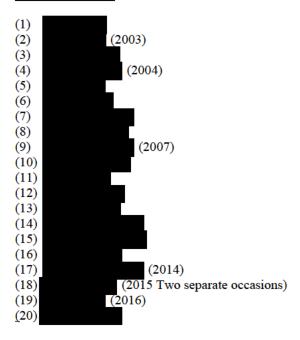
89

(More than summary punishment refers to any disciplinary action taken against an officer of more than a 2 day suspension without pay up to an including termination of employment. As stated above any action in excess of a two day suspension without pay entitles the accused officer to a Police Officer's Bill of Rights Hearing). That does not necessarily mean that of

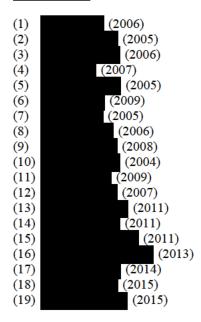
the 46 Officers who have received more than summary punishment that those actions were the result of a bill of rights hearing. Some officers after being presented with charges have chosen not to challenge the allegations and were subsequently dismissed. Others were dismissed after felony convictions and others were disciplined as a result of plea negotiations).

Number of officers Fired/Dismissed	39
Number of officers arrested	19
Number of convictions	19
Number of Officers Acquitted	01
Number of Criminal cases pending	00

Officers Arrested

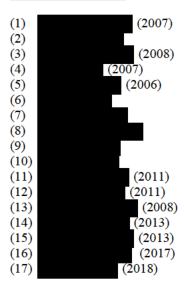


Terminations

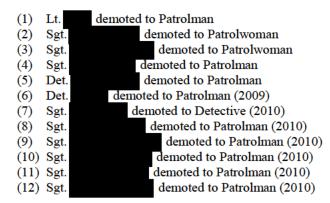




Forced Resignations



Officers Demoted



Citizen Complaints Filed:

The following information pertains to formal citizen complaints which were investigated and ultimately scheduled for hearing pursuant to the civilian complaint process as mandated by the 1973 Federal Consent Decree:

2006—73 Complaints

Sustained 10 Not Sustained 41 Withdrawn 21 Mediation 01

2007—79 Complaints

Sustained 15 Not Sustained 52 Withdrawn 09

Open/Active	02
Unfounded	01

2008—66 Complaints

Sustained	10
Not Sustained	39
Withdrawn	15
Unfounded	2

2009—51 Complaints

Sustained	6
Not Sustained	24
Withdrawn	14
Unfounded	6
Mediated	1

2010---43 Complaints

Sustained	4
Not Sustained	25
Withdrawn	11
Unfounded	2
Mediated	1

2011—43 Complaints

Sustained	5
Not Sustained	20
Withdrawn	12
Unfounded	6

2012---26 Complaints

Sustained	4
Not Sustained	12
Withdrawn	7
Unfounded	2
Mediated	1

2013---50 Complaints

Sustained	6
Not Sustained	28
Withdrawn	14
Unfounded	2

2014—46 Complaints

Sustained	4
Not Sustained	25
Withdrawn	15
Unfounded	2

2015--75 Complaints

Sustained	7
Not Sustained	41
Withdrawn	18
Unfounded	3
Open/Active	6

2016-58 Complaints

Sustained	4
Not Sustained	27
Withdrawn	20
Unfounded	4
Open/Active/Susp	3

2017-69 Complaints

Sustained	3
Not Sustained	15
Withdrawn	32
Unfounded	7
Open/Active/Susp	12

2018-Complaints

Sustained Not Sustained Withdrawn Unfounded Open/Active/Susp

Statistical Information for Hearings

(These numbers reflect civilian complaint hearings, the tenets of which are guided by the 1973 Federal Consent decree)

Year	Hearings Heard	Guilty	Not Guilty	Withdrawn	No Shows
2003	14	0	3	0	11
2004	38	1	15	3	19
2005	73	1	16	12	44
2006	25	5	13	3	4
2007	35	7	17	4	7
2008	39	4	17	4	14
2009	14	2	7	3	2
2010	12	4	6	0	2
2011	4	0	1	2	1
2012	5	2	1	2	0
2013	11	4	5	1	1
2014	16	2	7	5	2
2015	21	1	9	4	5
2016	9	0	7	0	2
2017	6	0	5	0	1